

Homeless Service Provider Workforce Study

2023



Prepared for the Washington State Department of Commerce by:
BDS Planning and Urban Design



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Introduction

Executive Summary

The purpose of this report is to assist the Washington State Department of Commerce (Commerce) in better understanding the needs of the people and organizations that make up the Homeless Service Provider (HSP) Sector in Washington. This report includes analyses from various sources that highlight conditions for workers and the factors that contribute to turnover, retention, and overall worker satisfaction.

According to a recent report from the Department of Housing and Urban Development, Washington ranks high in several national metrics regarding homelessness. In 2022, “more than half of all people experiencing homelessness in the country were in four states: California (30% or 171,521 people); New York (13% or 74,178 people); Florida (5% or 25,959 people); and Washington (4% or 25,211).” Washington was also among the states with the highest increase in the rate of homelessness from 2007–2022, with our homeless population increasing by a staggering 7.8%.¹

While there are many contributing factors to our homelessness crisis—from income inequality and rising housing costs to structural racism—there is an immediate need to support the network of homeless service provider workers, nonprofits, and government agencies in maintaining their workforce minimally through training, compensation, and benefits. Without adequate staffing levels and support, turnover within this sector can cause disruptions to service that come at the expense of the most vulnerable people experiencing homelessness.

This report focuses on the homeless services sector and the workers who are at the frontline of serving those at risk of or experiencing homelessness. It endeavors to better understand the workers and organizations that provide direct services to the homeless population; analyze working conditions, such as pay, caseloads, training, supervision safety, and morale; and recommend ways to improve retention, professional development, and worker safety and satisfaction so that this workforce is set up for success as they address one of our state’s most urgent challenges.

Recommendations

The report includes the following recommendations, which all support the creation of a more organized, standardized, and predictable sector supported by a better compensated, more consistently trained, and happier workforce. These tie in directly with the issues that we heard from employees and employers throughout this study. The success of these recommendations is explicitly linked with the ability of the State of Washington, through Commerce and other state agencies, as appropriate, to adequately staff, coordinate, and fund this work. The recommendations are discussed in detail in the [Policy Recommendations](#) section of the report.

1. Develop a Wage Setting Board (WSB) and technical review group (TRG) to reflect and reset the labor market for HSP workers.
2. Update the definition of occupational disease to include post-traumatic stress disorder (PTSD) for HSP workers.

¹ Sousa, Tanya et al., “The 2022 Annual Homelessness Assessment Report (AHAR) to Congress,” (The U.S. Department of Housing and Urban Development Office of Community Planning and Development, 2022), <https://www.huduser.gov/portal/sites/default/files/pdf/2022-AHAR-Part-1.pdf>.

3. Reclassify and/or further define certain HSP workers as behavioral health workers.
4. Continue offering near-term wage increases for HSP workers to address basic needs and stabilize the workforce as a bridge to more permanent solutions for the sector.
5. Seek Medicaid reimbursement for certain homeless services through the creation of a Section 1115 demonstration project and waiver.
6. Launch centralized, state-funded targeted training cohorts for HSP workers.
7. Provide incentives and prioritize awards for providers that build out access to training programs for HSP workers.
8. Partner with regional Workforce Development Councils to build career pathways for HSP workers.
9. Consider the creation of a registered apprenticeship program model for HSP workers.
10. Establish accreditation, training, and continued education standards for HSP workers.
11. Include HSP workers in the definition of first responders alongside firefighters, emergency medical personnel and law enforcement officers.
12. Allow HSP workers time to debrief traumatic experiences or incidents, coupled with scientifically backed and trauma-informed coping techniques.
13. Increase funding for and offer nonprofit organizations back-end support services.
14. Expand access to healthcare benefits for HSP workers through a mechanism allowing employers to pool benefits.
15. Determine which nonprofit expenses and costs can be reimbursable to reflect the true cost of providing services.
16. Improve agency focus on the Homeless Service Sector, including industry data collection and sector oversight, such as labor and employment practices.

Definitions

HSP

HSP stands for “homeless service provider” and is typically followed by qualifiers, such as “organization” or “worker,” to differentiate between groups/employers and individual employees.

HSP Organizations

Homeless service provider organizations are those whose primary mission is to provide direct services to people experiencing homelessness. These services include beds, showers, food, medical, behavioral health, and substance use assistance. We found that these organizations are typically nonprofits (both secular and religious) or part of government agencies, but some are private sector enterprises and medical facilities.

HSP workers

This report primarily focuses on frontline workers in the homeless services sector. Jobs where the worker spends a considerable amount of time interfacing directly with clients are frontline. Examples of frontline workers are caseworkers, intake specialists, counselors, peer treatment specialists, and any other job category who spends most of their time serving the client population. Jobs that may exist within the homeless services sector but which are not the focus of this report are those who do not serve clients directly as a main function of that job, such as executive directors, clinic directors, chief executive officers (CEOs), fundraisers/development, lobbyists, policy analysts, etc.

Legislative Background

The underlying legislation that called for the writing of this report is [Section 128, Subsection 151\(a\)\(iii\)\(A\) of the 2022 supplemental operating budget](#), which required the Commerce to contract with a third-party entity to:

Conduct a study on the workforce needs of nonprofit organizations employing eligible homeless service provider workers, with the goal of developing state-level strategies for improving workforce retention among organizations providing homeless services. (B) The study must examine topics including, but not limited to, pay and benefits; training and supervision; caseloads; safety and morale; and other factors impacting hiring and retention. (C) The study must examine the potential impact on workforce retention of inflationary increases for administrative allowances and other automatic escalators on state-funded homelessness service contracts, including contracts administered by the Office of Homeless Youth. (D) The study must include a pay equity and comparable worth analysis that compares eligible homeless service provider positions with jobs with similar complexity, difficulty, and educational and skill requirements in the public and private sectors that were deemed essential during the COVID-19 pandemic. (E) In conducting the study, the third-party entity must consult with eligible homeless service provider employees; employees of eligible entities with lived experience of homelessness; and organizations led by or serving BIPOC populations. (F) The department must report the results of the study, including any policy recommendations, to the appropriate committees of the legislature by September 30, 2023.²

The third-party entity to which the Commerce contracted was BDS Planning & Urban Design (“BDS Planning”).

Study Design

This study combined both primary and secondary research and utilized qualitative and quantitative analysis. BDS Planning worked in partnership with stakeholders from the housing and homelessness sectors, HSP workers, HSP employers, and several subcontractors to paint a comprehensive picture of the HSP workforce landscape and identify recommended solutions for improving workforce conditions, recruitment, and retention. Below are descriptions of the groups of people and types of information that you will see referenced throughout this report.

² Rolfes, Christine, “2022 supplemental operating budget § 128 (ESSB 5693),” <https://lawfilesexternal.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5693-S.SL.pdf>.

Study Team

The Study Team was comprised of the primary contractor, BDS Planning, and two subcontractors, the Washington Low-Income Housing Alliance and D-Fine Concepts. The Study Team was responsible for the design, management, and execution of this report.

Workforce Advisory Committee

The Workforce Advisory Committee (Advisory Committee) was established in October 2022 with 13 members representing agencies, nonprofit organizations, and municipalities across Washington, with varying levels of lived and professional experience, and comprised of a mix of frontline HSP workers and managers. Members of the Advisory Committee were recruited through statewide outreach by the Study Team with support from local homeless service organizations and coalitions. Recruitment was also conducted online via LinkedIn and through social media.

The Advisory Committee was engaged seven times over the course of the project to provide guidance to the Study Team. The Advisory Committee played an integral role in researching and sourcing pieces for inclusion in the Extant Literature Review, determining the comparison occupations that were used in both the Inflationary Analysis and the Pay Equity Analysis, providing feedback on written survey questions, disseminating surveys, preparing for, and facilitating the focus groups, and reviewing the final policy recommendations.

Members of the Advisory Committee with either lived experience or low-income status were offered financial compensation in accordance with emerging Commerce best practices to compensate members of the community for their time and expertise, as established in the Statewide Office of Equity Community Compensation Guidelines.

Surveys

The Study Team utilized surveys to source data from current and former HSP workers and employers across the state. Respondents were geographically and economically diverse individuals who either currently work or formerly worked in the HSP sector. They included frontline or client-facing workers, as well as management, leadership, and administrative professionals.

Focus Groups

A series of focus groups were held in June 2023 to further explore emerging themes from the preceding research where further questions or nuance were needed. Focus groups were conducted by the Project Team with support from the Advisory Committee. Focus group participants were compensated in accordance with the best practices for community compensation as established in the Statewide Office of Equity Community Compensation Guidelines.

Policy Recommendations Team

The Policy Recommendations Team was composed of three experts in this field: Nancy Long, Rachael Myers, and David Rolf.

External Sources

This report and its findings were informed by more than 50 sources of pre-existing data or literature in addition to the primary information gathered by the Project Team. These external sources include journal articles, academic studies, articles, government reports, and datasets (see bibliography).

HSP Workforce Worker Survey, BDS Planning & Urban Design, March 2023 (“Worker Survey”)

The Worker Survey was designed to offer both qualitative and quantitative data to gain a better understanding of HSP workforce satisfaction, pay equity, and retention. It focused primarily on respondents who currently work in the homeless services sector and self-identify as frontline workers and garnered more than 2,500 unique responses. The full Worker Survey can be found in Appendix F.

HSP Workforce Employer Questionnaire, BDS Planning & Urban Design, March 2023 (“Employer Questionnaire”)

The Employer Questionnaire was developed as a response to gaps in information related to wages and benefits, workplace conditions, employee resources, and employee recruitment and retention in the Worker Survey. Although the sample size of this questionnaire is relatively small (49 respondents), it provides valuable insights, some of which support the findings from the Worker Survey.³ The full Employer Questionnaire can be found in Appendix G.

HSP Workforce Focus Groups

As a follow-up to the Worker Survey and Employer Questionnaire, a series of focus groups were conducted to further explore emerging themes. These focus groups included both rural and urban employers, Black, Indigenous and people of color (BIPOC) and lesbian, gay, bisexual, transgender, and queer (LGBTQ) frontline workers, grant administrators and unionized workers.⁴ The full Focus Group Findings can be found in Appendix I.

HSP Trauma Study (“Trauma Study”)

In 2022, BDS Planning conducted surveys and focus groups to understand the impact of trauma on the HSP workforce and learn their ideas for creating healthier workplace environments as part of a separate but related study, *Supporting Homeless Service Provider Workers Experiencing Workplace Trauma In Washington State: Study & Recommendations* report. This study is referenced to compare, connect, and validate key findings where it is applicable.⁵ The full Trauma Study can be found in Appendix C.

³ BDS Planning & Urban Design, “HSP Workforce Study: Employer Questionnaire,” 2023.

⁴ BDS Planning & Urban Design, “Workforce Needs Study Focus Group Findings,” 2023.

⁵ BDS Planning & Urban Design and D-Fine Concepts, LLC, “Supporting Homeless Service Provider Workers Experiencing Workplace Trauma in Washington State: Study & Recommendations,” (The Washington State Department of Commerce, 2023),

<https://deptofcommerce.box.com/shared/static/4s8nh955lloxb2bjojfy5apj4xokara.pdf>.

Job Market Dataset

The Job Market Dataset, sourced from Indeed.com in February 2023, provides a “snapshot in time” look at market-driven wages and salaries for HSP workers alongside four comparison professions, which was then used to inform a pay equity analysis. The information posted on Indeed.com is provided by employers seeking to fill open positions across all worker status needs (e.g., full-time, part-time, on-call); additional job information listed by employers can include details on benefits, work schedules, and workplace conditions. In this study, however, the primary focus of this dataset is on wage and salary information.⁶ The full Job Market Dataset can be found in Appendix E.

Study Limitations

Quantitative data about the HSP sector is extremely limited, fragmented, and inconsistent. Due to these data limitations, it is difficult to derive accurate estimates of the total size of Washington’s HSP workforce and its relative distribution across the state. These limitations, as a result, also impact the analysis and findings of this report. More robust and standardized data collection, coordination, and sharing efforts are needed to understand the HSP sector more accurately and its workforce needs.

Specific data on case management, client-to-worker ratios and how clients are assigned is lacking. Workers and employers reported that larger or inconsistent client-to-worker ratios contribute to burnout and turnover. Employers reported different methods of how clients are assigned. Some workers are assigned individual clients, and some workers simply help whoever is in need. Additional data is needed to better understand how cases are assigned by size, place, and area of focus.

Based on survey data, focus groups and employer questionnaires, the role of volunteers in delivering services and supporting organizations is clear. How volunteers are used heavily depends on the size of the organization and area of focus. Volunteers are more commonly used in food banks or shelter settings. Anecdotally, organizations reported not replacing full-time or part-time worker hours with volunteers. The impacts of volunteers in this sector will require further research to better understand their contributions.

⁶ BDS Planning & Urban Design, “HSP Workforce Study: Job Market Snapshot Dataset,” 2023.

Extant Literature and Data

Extant Literature Review

The purpose of the extant literature review is to summarize key findings and themes across external sources that were written and published *prior* to the work of this report. In preparation for conducting primary research and analyses, the Project Team sought to understand the landscape of existing information about this workforce and discover what research is already underway in Washington, nationally, and internationally. This review of extant research provided the team with a solid contextual foundation to guide further primary research, build on existing themes and findings, and highlight current gaps and opportunities for further research. Throughout the extant literature review, the following questions were asked:

- Who is concerned about the welfare and retention of this workforce?
- What questions are other interested parties asking?
- What is the quality of data on this sector?
- How do the challenges and solutions for this workforce compare across different geographic areas or across different lenses, such as academic, peer-to-peer, and government-funded studies?
- What types of challenges and solutions were explored specifically during the COVID-19 pandemic, and how did the pandemic open lines of inquiry into the overall well-being of this workforce?

The literature included in this review was categorized to better understand the regional, demographic, source, study type, and other factors that influence the findings and research about the homelessness service provider workforce. The Extant Literature Review Analysis can be found in Appendix B. The literature in this review could be categorized as the following:

- 65% were from academia or written for an academic audience.
- 14% were government databases or sources.
- 14% were from nonprofits and private partners in collaboration with nonprofits.
- 5% were news articles for a public audience.⁷

In terms of regionality, approximately 73% of the literature was specific to the United States, with one piece applying across the United States and Canada. Since one piece of literature did not list regionality, the remaining nine pieces of literature (24%) were researched in countries including, but not limited to, Canada, the Netherlands, Italy, Spain, and Sweden.

The primary information-gathering methods were interviews and cross-sectional studies via surveys. Approximately 57% of the literature's target population was specific to varying roles in the homeless service provider workforce—including staff, frontline workers, case managers and executive leadership. All other literature included in this review targeted one of the following demographics: (A) the larger behavioral health sector, (B) the overall nonprofit sector, and (C) housing market data or related topics like housing affordability or living wage.

In considering future research efforts, there is a significant opportunity to continue exploring the role of identity and lived experiences in understanding the HSP workforce and how to better support current

⁷ Kinetic West, "Extant Literature Gap Analysis Data Set," 2023.

and potential workers in the field. Additionally, a large portion of the literature was rooted in academic literature and methods; there is an interesting collaboration that can happen between nonprofit organizations, government, and academia to ensure research findings inform realistic, equitable paths forward in the HSP workforce development space. This could perhaps be supported by more fieldwork study and hands-on research.

The literature reviewed was sourced collaboratively by the BDS Planning staff, WLIHA staff, and the members of the Workforce Advisory Committee. All literature identified was reviewed and summarized using a standardized template and then coded into two main categories: (A) challenges and (B) potential solutions to: worker dissatisfaction, turnover, and stagnant workforce development. Analyzing the studies with clearly stated challenges, including the frequency of keywords and phrases, surfaced themes that led to the distillation of four primary types of challenges in the HSP sector. A similar process was used in the analysis of literature coded for solution statements, which identified solutions aimed at organizations and systems. Solutions identified in the extant literature were later used to help inform the policy recommendations offered at the end of this report.

Challenges identified through analysis of extant literature:

1. Inadequate compensation and benefits
2. Unsupportive work culture
3. Need for additional mental health support
4. Impact of the COVID-19 pandemic

1. Inadequate Compensation and Benefits

Inadequate compensation is a fundamental cause of retention and recruitment challenges for nonprofit organizations, including those in the HSP sector. Compensation includes not only pay but also employee benefits, such as health insurance, retirement plans, and childcare. In the 30 articles reviewed for this synthesis, inadequate compensation was the most frequently cited factor contributing to workforce challenges in the nonprofit sector generally, with particularly acute effects for HSP organizations. For example, the National Council of Nonprofits collected information from almost 700 nonprofit organizations across 47 states and found that “eight out of 10 nonprofits identified salary competition as a factor preventing them from filling job openings.”⁸ Similarly, the Nonprofit Employment Practices Survey (2015) analyzed responses from 362 nonprofits located in the United States and Canada. The results showed that inadequate pay, paired with large caseloads, impacted the retention of employees in nonprofit organizations, which includes HSP organizations.⁹

In general, compensation for HSP employees is low and many workers face economic hardship.

The average annual compensation of all employees across the United States working in permanent and temporary housing programs was \$30,189.¹⁰ Focusing on Washington, a 2019 study by the University of Washington found that the median wage for human services workers was \$32,244 for women and

⁸ National Council of Nonprofits, “The Scope and Impact of Nonprofit Job Vacancies,” Nov. 15, 2021.

⁹ “2015 Nonprofit Employment Practices Survey Results” (Chicago, IL: Nonprofit HR, 2015).

¹⁰ Pagaduan, Julie, “Illustrating the Limits of Homeless Sector Wages: Employees Likely Struggle to Pay the Rent,” (Nov. 16, 2022), <https://endhomelessness.org/blog/illustrating-the-limits-of-homeless-sector-wages-employees-likely-struggle-to-pay-the-rent/>.

\$43,197 for men.¹¹ This is significantly lower than the statewide median income for a single individual of \$58,890.¹²

A lack of good benefits, particularly childcare supports impacts recruitment and retention. A study by the National Council of Nonprofits (2021) found that almost a quarter (23%) of nonprofits cited lack of childcare as a factor that affects recruitment and retention.¹³ The COVID-19 pandemic likely reduced worker access to childcare and contributed to staffing shortages. Through focus groups and interviews with HSP workers, KPMG and United Way of Greater Los Angeles (2022) found that good benefits enhance retention.¹⁴ The authors recommend generally competitive sector-wide benefits for all staff, as well as benefits that may support groups of employees, such as parents and guardians, with specific needs.

2. *Unsupportive Work Culture*

Overall dissatisfaction with the work culture appeared prominently throughout the literature review and has a direct impact on HSP employee recruitment, morale, and retention. This issue can be split into two interrelated challenges: (A) work culture and norms and (B) access to training and tools necessary for workers to fulfill their responsibilities.

Distressing work culture and norms can lead to burnout and are especially challenging for HSP workers with lived experiences of homelessness.¹⁵ One study described the HSP sector as having a “trial by fire” work culture or “a learning culture in which an individual primarily learns through trial and error.” Another study of HSP case managers found that “managers in homelessness HSOs (Human Services Organizations) often experience a stressful workplace environment due to workplace cultural norms, inefficient processes, and high expectations placed upon them by both clients and administrators.”¹⁶ In this study, it is clear that a stressful workplace environment is influenced by both cultural norms and expectations, as well as processes related to the actual work. This study also highlights the serious implications of case managers having a stressful work environment paired with the secondary trauma they may experience while supporting clients experiencing homelessness.¹⁷

The racialized dynamics at play in the nonprofit sector, including HSP organizations, create a challenging work environment, with many people of color reporting experiencing less support than their white peers do. The Building Movement Project examined why there are so few leaders of color

¹¹ Wage Equity Study Team, “Wage Equity for Non-Profit Human Services Workers: A Study of Work and Pay in Seattle and King County” (Seattle, WA: University of Washington, 2023), <https://publicola.com/wp-content/uploads/2023/02/02.14.23-Wage-Equity-Study-Full-Document-With-Appendices.pdf>.

¹² Washington State Department of Social and Health Services, “State Median Income Chart,” n.d., <https://www.dshs.wa.gov/esa/eligibility-z-manual-ea-z/state-median-income-chart>.

¹³ National Council of Nonprofits, “The Scope and Impact of Nonprofit Job Vacancies.”

¹⁴ KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement,” n.d., <https://homeforgoodla.org/app/uploads/2022/09/Opportunities-for-Improvement-KPMG-UW-9.23.22.pdf>.

¹⁵ KPMG & United Way of Greater Los Angeles.

¹⁶ Twis, Mary et al., “Trauma and Powerlessness Among People Experiencing Homelessness: Implications for Administrative Practice,” *Human Service Organization: Management, Leadership & Governance* 47, no. 2 (December 30, 2022): 137–47, <https://doi.org/10.1080/23303131.2022.2159907>.

¹⁷ Secondary trauma “... is a set of observable reactions to working with people who have been traumatized and mirrors the symptoms of post-traumatic stress disorder (PTSD)” Administration for Children and Families, “Secondary Traumatic Stress,” n.d., [Secondary Traumatic Stress | The Administration for Children and Families \(hhs.gov\)](https://www.hhs.gov/secondary-traumatic-stress/)

at nonprofit organizations by surveying 5,000 employees. They found that there are “persistent—and in some cases growing—gaps between people of color and white respondents about the support they receive and challenges they face in their organizations.”¹⁸

The literature suggests that trauma-informed supervision (a practice that emphasizes awareness and empathy around potentially traumatic triggers in the workplace), developing morale, staff recognition, opportunities for collaboration, and career development and advancement over time can positively impact organizational culture and influence satisfaction with the work environment and management.¹⁹

The literature synthesis indicates the HSP workforce has vast variation in both amount and type of experience (academic, lived, professional, etc.) from worker to worker, and many workers lack access to further professional development training opportunities. A cross-national questionnaire completed by 497 HSP organizations across eight countries found that over 40% of respondents reported that either there was no training available or the training provided was not useful for them.²⁰ Additionally, findings about the sector’s “trial by fire” culture and “inconsistent knowledge of management procedures and resources” can be seen as two specific examples of a lack of training and tools.²¹ After surveying over 400 individuals who work in frontline positions at homeless shelters across 23 different organizations, Schiff and Lane (2019) found that 43% of staff have less than two years of experience, and over 74% have less than five years of experience.²²

Basic and useful training and resources can adequately prepare HSP employees to be successful in their roles and responsibilities.²³ One study focusing on the rates of traumatic stress of HSP frontline workers who have lived experiences of homelessness notes the importance of utilizing training that

¹⁸ Mullen, Joan and Walter Leginski, “Building the Capacity of the Homeless Service Workforce,” *The Open Health Services and Policy Journal* 3, no. 2 (2010): 101–10, <https://benthamopen.com/contents/pdf/TOHSPJ/TOHSPJ-3-101.pdf>.

¹⁹ Mullen and Leginski; Vanessa Rios, “Frontline Workers: Urban Solutions for Developing a Sustainable Workforce in the Homeless Services Sector of Los Angeles County” (Antioch University Los Angeles, May 2018); “San Diego Homeless Outreach Worker (HOW) Best Practices,” n.d.; Michela Lenzi et al., “Factors Associated with Providers’ Work Engagement and Burnout in Homeless Services: A Cross-National Study,” *Am J Community Psychol* 67 (2021): 220–36; Stephanie Campbell et al., “We Actually Came to a Point Where We Had No Staff: Perspectives of Senior Leadership in Canadian Homelessness Service Providers During COVID-19,” *International Journal on Homelessness* 2, no. 3 (May 31, 2022): 1–16, <https://doi.org/10.5206/ijoh.2022.2.14773>; Twis, Mary et al., “Trauma and Powerlessness Among People Experiencing Homelessness: Implications for Administrative Practice”; KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement”; Amanda Aykanian, “A Qualitative Exploration of Frontline Homeless Service Worker Experiences during the COVID-19 Pandemic,” *Journal of Social Service Research* 49, no. 1 (Dec. 15, 2022): 67–78, <https://doi.org/10.1080/01488376.2022.2157523>.

²⁰ Lenzi, Michela et al., “Factors Associated with Providers’ Work Engagement and Burnout in Homeless Services: A Cross-National Study.”

²¹ KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement.”

²² Waegemakers Schiff, Jeannette and Annette M. Lane, “PTSD Symptoms, Vicarious Traumatization, and Burnout in Front Line Workers in the Homeless Sector,” *Community Mental Health Journal* 55 (2019): 454–62. <https://doi.org/10.1007/s10597-018-00364-7>.

²³ Mullen, Joan and Walter Leginski, “Building the Capacity of the Homeless Service Workforce”; Rios, “Frontline Workers: Urban Solutions for Developing a Sustainable Workforce in the Homeless Services Sector of Los Angeles County”; KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement”; Michael A. Hoge et al., “A National Action Plan for Workforce Development in Behavioral Health,” *Psychiatric Services* 60, no. 7 (July 1, 2009): 883–87.

incorporates education and wellness to reduce the likelihood of re-traumatization and improve outcomes.²⁴

3. Need for Additional Mental Health Support

HSP employees experience higher rates of secondary trauma, particularly those with lived experience of homelessness. According to Jones (2022), frontline HSP workers who have experienced homelessness reported higher rates of PTSD and lower levels of resilience. Regardless of lived experience with homelessness, HSP workers reported high levels of secondary trauma.²⁵ The homeless sector workforce analysis conducted by KPMG and United Way of Los Angeles mentions two challenges related to mental and emotional health: (A) “mental and emotional health of all employees” and (B) “lack of infrastructure to support PWLE (people with lived experience) in the workforce.”²⁶

The COVID-19 pandemic exacerbated mental health issues among the HSP workforce. The findings of a 2021 study looking at the impacts of the COVID-19 pandemic on the mental health of HSP workers highlighted “a highly vulnerable workforce that could benefit from improved access to supports.” The study additionally found that “most direct service providers (79.5%) working with people experiencing homelessness reported a decline in their mental health during the pandemic.”²⁷ A study done in Texas focusing on the relationship between COVID-19 stressors and mental health symptoms and job stress indicators found that “a decline in job satisfaction because of the COVID-19 pandemic was associated with higher stress ... higher burnout ... and lower compassion satisfaction.” It also found being worried about contracting COVID-19 at work was associated with an increase in burnout.”²⁸

The literature highlights two strategies for establishing or increasing mental health supports within HSP organizations. One study suggests, “providing mental health services, including training on coping skills” to give HSP employees tools and resources for navigating the day-to-day stressors of their work.²⁹ Another recommendation is the intentional deployment of trauma-informed frameworks that inherently offer support for the clients and service providers, such as that outlined by the Center for Mental Health Services (SAMHSA).³⁰

4. Impact of the COVID-19 Pandemic

The COVID-19 pandemic and the quarantine created HSP workforce shortages, which may carry over to the present moment and have lasting implications for both the client population and the workforce itself. In May 2020, the National Alliance to End Homelessness distributed a survey to HSP organizations to understand COVID-19’s impacts on the homeless population and the staff providing

²⁴ Jones, Alana, “Frontline Workers with Lived Experience and Traumatic Stress In the Homelessness Sector,” *Major Paper, Master of Environmental Studies, Faculty of Environmental and Urban Change, York University*, (April 22, 2022).

²⁵ Jones.

²⁶ KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement.”

²⁷ Kerman, Nick et al., “Workplace Trauma and Chronic Stressor Exposure among Direct Service Providers Working with People Experiencing Homelessness,” *Journal of Mental Health* 32, no. 2 (2022): 424–33, <https://doi.org/10.1080/09638237.2021.2022629>.

²⁸ Aykanian, A., “The Effects of COVID-19 on the Mental Health and Job Stress of Frontline Homelessness Services Workers in Texas (U.S.),” *Health & Social Care in the Community* 30 (2022): e2793–2804.

²⁹ KPMG & United Way of Greater Los Angeles, “Opportunities for Improvement.”

³⁰ Jones, “Frontline Workers with Lived Experience and Traumatic Stress In the Homelessness Sector.”

services to them. Sixty percent of organizations reported being understaffed.³¹ Across Continuums of Care, “88% reported COVID-19 shortages in frontline shelter workers and 58% reported COVID-19 shortages in street outreach workers.” In addition to these staffing shortages, “83% cited paid staff absent due to quarantine or social isolation, and 77% reported similar issues with volunteers.”³²

COVID-19 was an occupational hazard for HSP workers. Fifty-nine percent of respondents to the May 2020 National Alliance to End Homelessness survey reported having a shortage of masks for staff who were present.³³ Additional literature notes the increased risks of COVID-19 exposure for HSP workers due to frequent direct contact with people experiencing homelessness, who are at a higher risk for exposure. One study assessing the occupational risk hazards of COVID-19 in the HSP workforce found that “of the 106 respondents, 43.4% reported frequent close contact with clients; 75% were worried about work-related SARS-CoV-2 infections; and 15% reported testing positive. Close contact with clients was associated with testing positive for SARS-CoV-2.”³⁴ Organizational leaders also faced ethical and moral challenges, as they had to follow reduced capacity restrictions and social distancing requirements and attempt to effectively serve their clients without being at full staff capacity.³⁵

Extant Literature Gap Analysis

There are several limitations encountered when researching extant literature. This report notes limitations throughout, which are further addressed in the recommendations. Below are three primary gaps in research.

Data and Worker Definitions

The lack of a common definition across research databases for HSP workers was evident. In some cases, workers are classified into one or multiple categories, including social service workers, human service workers, mental health, or behavioral health workers. In others, the research referred to workers with similar job descriptions as community service workers. Each of the categories listed above embodies slightly different challenges and work environments. Better categorization and standardization of the industry could lead to better data and definitions. Further, the impact of volunteers in this sector is understudied. Volunteers play a significant role in the delivery of these or similar services.

Impact of COVID-19

The pandemic has had both positive and negative impacts on the way frontline workers have been researched and studied. On the one hand, there are more robust qualitative data sets and anecdotal case studies that describe the impacts of the pandemic on workers, especially frontline workers. However, depending on the report and dataset, some research materials do not always treat HSP

³¹ Rice, Eric et al., “Community-Level Responses of Homelessness Assistance Programs to COVID-19: Data from May 2020” (National Alliance to End Homelessness, May 2020), <https://endhomelessness.org/wp-content/uploads/2020/05/Community-COVID-Survey-5.28.2020-Final.pdf>.

³² Rice et al.

³³ Rice et al.

³⁴ Rao, Carol et al., “Occupational Exposures and Mitigation Strategies Among Homeless Shelter Workers at Risk of COVID-19,” *PLoS One* 16, no. 11 (Nov. 1, 2021), <https://doi.org/10.1371/journal.pone.0253108>.

³⁵ Campbell et al., “‘We actually came to a point where we had no staff’: Perspectives of Senior Leadership in Canadian Homelessness Service Providers During COVID-19.”

workers as frontline workers and thus miss the opportunity to draw relevant conclusions on impact. In addition, the full impact the pandemic has had on the job market for HSP workers and for HSP organizations is yet to be seen. In some cases, the research suggests that new recruitment practices are short-term trends that signal organizations are attempting to right size with the market and inflation. In other cases, these trends have become norms. More consistent market research and tracking could help address this gap.

Lack of Field Research

Much of the research came from academic reports. There is a lack of fieldwork research that embeds research into HSP fields with enough structure and time to draw conclusions. In cases where there has been fieldwork, the research is focused more on the impact on the service recipient and less on the worker, the organizational culture, and the organizational needs.

Concurrent Project Data

Homeless Service Providers Trauma Study ("Trauma Study")

From December 2021 through May 2023, BDS Planning, in association with D-Fine Concepts, partnered with Commerce to provide engagement, facilitation, research, and report-writing services to better understand the sources of and potential interventions for primary and secondary trauma experienced by frontline HSP workers. The full Trauma Study can be found in Appendix C. Key findings from the Trauma Study have been incorporated or referenced throughout this study and include:

- HSP workers report experiencing secondary trauma over the course of their jobs and may not get the support they need to process it.
 - Around 33% of HSP workers surveyed responded that they frequently or very frequently experience secondary trauma because of their work with program and service participants and experience feelings of hopelessness related to client outcomes.
- HSP workers shared that feelings of isolation, overwhelming workloads, and impacts of systemic failures, racism, and discrimination have contributed to poor client outcomes and their own experiences of secondary trauma.
- HSP workers reported a lack of the necessary resources to support their clients, such as housing and financial resources.
- HSP workers reported feeling underpaid and without adequate benefits to address their own economic needs and mental health.
- Workers reported a lack of stable funding for organizations across the sector, which can add to workplace stress about inadequate resources for clients as well as their own job security.
- The COVID-19 pandemic exacerbated this trauma. HSP workers experienced intensified pressure to meet increased demand for services, often within organizations without adequate funding and resources and in an environment where they faced a high risk of infection.
- HSP workers feel overwhelmed by the amount of work, the barriers to helping their clients, and the needs of the clients they work with.
 - About half of all HSP workers surveyed responded that they frequently or very frequently feel overwhelmed by their position and by its demands.
 - In focus groups, HSP workers shared the overwhelming challenges of their jobs, more specifically: a lack of sector funding, a lack of housing, the emotional challenge of "fighting the same battle every day," an overwhelming caseload, difficulty getting staff, and a lack of support, professional development, and pay.
- The lack of funding for the sector is a critical factor in the stress felt by HSP workers.

- Relative to the often-long hours and emotionally draining work, most HSP workers do not feel adequately compensated.
- A majority of HSP workers surveyed indicate that client outcomes and interactions negatively affect their mood and mental state a moderate amount or more.
 - Approximately 25% of HSP workers surveyed said they are negatively affected by these outcomes and interactions “a lot” or “a great deal.”
- Every day, HSP workers are in the position of being unable to meet the needs of clients who are desperate and traumatized—or must watch them fail—which creates its own trauma.

Homeless Worker Stipend Limited Program

Recognizing the challenges that the low-income frontline HSP workers face, in 2022, the Washington State Legislature allocated more than \$50 million to a limited financial payment program for homeless service workers with an immediate economic need in Washington. As a subcontractor on this project, BDS Planning was able to collect limited data on the number of homeless service workers across the state. While the stipend program is still underway and a final, conclusive dataset is not yet available, to date, nearly 13,180 workers from across Washington have been awarded stipend payments. Eligible workers were required to be either at or below 80% of their local Area Median Income (AMI). Therefore, this data indicates that the number of low-income HSP workers in the state is at least 13,180. In the absence of any statewide census of this workforce, this number represents the best estimate of the size of the workforce that is struggling to make a living wage.

Extant Research Conclusion

The findings above represent consistent themes that were present throughout the extant literature, studies, and the Project Team’s own concurrent work. HSP organizations are struggling with challenges around compensation, wage standards, and benefits across the board. These challenges were exacerbated by COVID-19, where organizations often found themselves at the frontline of the pandemic, attempting to serve and house vulnerable populations while losing funding and struggling to keep staff in place. The research shows that wage equity among workers, as well as consistency around job titles, job descriptions, and role classification in the industry, is severely lacking. Furthermore, the research indicates that the HSP sector seems to be increasingly susceptible to external market influences, given the lack of regular, audited data and system standardization. The research also suggests that trauma-informed approaches should be more widely integrated into the standard operating procedures at organizational and policy levels. The primary and secondary trauma that workers are experiencing is directly related to worker retention and recruitment.

Wages and Benefits

Comparison Occupations

Throughout the Wages and Benefits section, in both the Inflationary Analysis and the Pay Equity Analysis, a set of comparison occupations was used to better understand the compensation, benefits, and treatment of HSP workers compared to other occupations with similar job descriptions, requirements, and/or expectations.

The four comparison occupations were identified by the Advisory Committee to examine issues of pay, benefits, hours, inflation, and other working conditions in occupations like frontline HSP work. The job postings for these comparison occupations provided contrast points that helped to determine whether the HSP sector lagged, excelled, or was generally comparable to other jobs with similar educational requirements, risks, stresses, trauma, and duties.

While determining these comparison occupations, the Advisory Committee was asked to consider the following questions:

1. Does the worker in this occupation interface directly with people/clients in need of services?
2. Are the people or clients with whom the worker interfaces frequently experiencing crises, mental health challenges, medical emergencies, or otherwise in need of immediate assistance?
3. Does this occupation consist primarily of workers with educational backgrounds like that of a typical frontline HSP worker? *Note: Similar educational background denotes a job that (A) typically requires a high school diploma, (B) sometimes requires industry-specific certification or training, (C) sometimes requires an associate or bachelor's degree, and (D) rarely/never requires a master's degree or higher.*

Each comparison occupation's definition, example job titles, and rationale for comparison are as follows:

Affordable Housing Workers

Description: Workers who manage affordable housing units, housing authority staff (excluding those who already are classified as frontline HSP workers), refugee resettlement professionals, people who provide housing to recently incarcerated and discharged individuals, and any worker who provides support services to people in transitional or subsidized housing. Job titles include subsidized housing property manager, case manager, leasing agent, and housing coordinator.

Grounds for Comparison: Affordable housing workers and HSP workers interface with very similar populations. In fact, many of the clients affordable housing workers serve are formerly homeless. The Advisory Committee recommended these workers since many people who leave the HSP sector transition to the affordable housing sector. They also utilize many of the same skill sets, such as navigating funding sources, using knowledge of resources available to a client population, using knowledge of housing options and services, and providing resources and referrals.

Emergency Responders and Crisis Intervention Workers

Description: Workers who deal directly with the public during an emergency, such as medical emergencies, traffic accidents, and mental health crises. Job titles include emergency medical

technician (EMT), ambulance driver, emergency dispatcher, 911 operator, 211 operator, crisis intervention specialist, crisis hotline worker, and suicide hotline worker. For this report, the Advisory Committee opted to exclude police and firefighters from this comparison occupation because their level of risk and responsibilities to the public were not aligned with that of the average HSP worker.

Grounds for Comparison: Like HSP workers, this workforce often provides services to people who are unhoused or in crisis, struggle with substance use disorder, experience mental health challenges, or require medical care. This workforce also has a similar education level to frontline HSP workers, as many of these jobs require a high school diploma and some level of certification. In some cases, an associate degree or bachelor's degree may be preferred but is not usually required. This workforce also has similar challenges in terms of experiencing secondary trauma, stress, fatigue, and health and safety risks.

Certified Nursing Assistants and Home Care Workers

Description: Certified nursing assistants (CAN), public health workers, and people who provide functional care in the home to people with disabilities, illness, dementia, or elderly people. This category of worker provides medical care and supports day-to-day living and tasks.

Grounds for Comparison: Like HSP workers, CNAs and home care workers provide direct care to clients and patients with a wide range of needs, including medical and behavioral health care. The educational requirements for these jobs are also like HSP workers, as workers in this sector are typically required to have a high school diploma, some degree of training and certification, and sometimes an associate's or bachelor's degree. Job titles include certified nursing assistant, home care specialist, public health specialist, behavioral health specialist, and home health aide.

Para-educators

Description: Para-educators are school employees who assist teachers in classroom settings. Their role is to support the teacher, especially in schools with very large class sizes where one teacher would have difficulty managing the number of students or assisting children with special needs in the classroom. Para-educators do not lead lessons, and they work under the supervision of the classroom teacher.

Grounds for Comparison: Para-educators and most HSP workers have similar educational requirements. Para-educators need either an associate degree or to pass a para-educator test and usually are not required to have a bachelor's degree. Like frontline HSP workers, para-educators often provide one-on-one care and deal with a wide range of mental and behavioral health challenges. They also provide emotional and social support and often act in an advocacy role for their students with special support needs.

Inflationary Analysis

An inflationary analysis was conducted to provide context regarding the impact of inflation and external economic drivers on this sector and on the report's findings. This analysis utilizes data from the Council for Community and Economic Research, the Bureau of Labor Statistics, and a measure by EconW, which led the inflationary analysis. This measure combines national inflation rates with local cost of living indexes. The full Inflationary Analysis can be found in Appendix D.

Definitions

Inflation

Inflation measures the changing value of a currency and is a measure of changes in the purchasing power of the dollar in the United States. Inflation is typically viewed from the perspective of consumers—how much more or less prices have changed.

Consumer Price Index (CPI)

This analysis uses the U.S. consumer price index (CPI) calculated by the Bureau of Labor Statistics. The CPI is an average of prices collected around the country, weighted based on the mix of goods and services that people buy, and then indexed it to 100. The CPI is current and reported every month. However, it is important to note that CPI does not cover rural areas.

Cost of Living

Cost of Living is defined as the amount of money required for needed daily expenses in each location. Every household has their own cost of living.

Cost of Living in Washington

This analysis estimates the cost of living for the average household in a specific city. The following section shows how the cost of living in nine Washington cities compares with the national average. The index is set to 100, which is equal to the cost of living in the average American city. If a city's **cost of living index** (COLI) is above 100, it is a more expensive than average place to live in the U.S. Likewise, if it is less than 100, it means local living costs are less than average. For example, if a city's cost of living index is at 190, that means that it is 90% more expensive to live in that city than the national average.

Table 1: Cost of living index by Washington metro areas

Metro area	2022 COLI
Yakima	98
Kennewick-Richland	99
Wenatchee	102
Spokane and Spokane Valley	103
Olympia-Lacey-Tumwater	114
Bellingham Metro	120
Tacoma-Lakewood	123
Portland-Vancouver-Hillsboro	124
Seattle-Bellevue-Kent	150

This data shows that four of the nine metro areas sampled hovered right around the national average and that five of the nine metro areas were significantly more expensive to live in than the national average. Unsurprisingly, the Seattle-Bellevue-Kent metro area was the most expensive to live in by far, being 50% more costly to live in than the average American city. Because Washington's urban areas are frequently more expensive to live in than other states' urban areas, it is imperative that we factor this into our understanding of wages and benefits.

Inflation in Washington

Inflation, a national figure, is measured as the change in the consumer price index (CPI). The analysis creates a combined measure by joining the national inflation rate with the COLI of a metro area. In a

sense, these "local CPIs" can be used to tell us how much the cost of living has risen in an area relative to other areas and national inflation. Since 2000, inflation in the United States has increased by 2.1 percent a year. In Washington, only one area was lower; Yakima was 2.0 percent. In 2022, prices rose fastest in the Seattle suburbs, but not Seattle itself.

Table 2: Inflation by area, various time spans, and fitted annual rates.³⁶

Area	Since 2000	Since 2007	Since 2019	Last year
United States	2.1%	1.9%	4.6%	8.0%
Nine Washington metro areas				
Bellingham WA Metro	2.7%	2.4%	5.7%	9.2%
Kennewick–Richland WA Metro	2.2%	2.6%	4.9%	4.9%
Olympia–Lacey–Tumwater WA Metro	2.4%	2.3%	6.7%	11.4%
Seattle–Bellevue–Kent WA Metro Div.	3.6%	4.2%	3.0%	6.0%
Spokane–Spokane Valley WA Metro	2.2%	2.7%	5.3%	6.1%
Tacoma–Lakewood WA Metro Div.	2.6%	2.4%	8.9%	12.2%
Portland–Vancouver–Hillsboro OR-WA Metro	3.1%	3.0%	2.0%	3.2%
Wenatchee WA Metro	2.4%	1.9%	1.9%	7.0%
Yakima WA Metro	2.0%	2.0%	5.1%	7.0%

Sources: BLS, ECONorthwest, and Council for Community and Economic Research.

Elevated levels of inflation began showing up in the Seattle area about 10 years ago and gradually migrated to other parts of the state. In 2022, the U.S. inflation rate hit 8.0 percent—a 40-year high. Prices have increased significantly in the same period, outpacing similar states and making Washington an expensive place to live. The data tells a mixed story on how wages have kept up with the cost of living. As mentioned earlier in the report, wage data and job definitions are hard to determine. Wages in the private nonprofit market have risen, but not enough to keep up with the cost of living. In Washington, average hourly private, non-government sector wages have not kept up with the cost of living in Washington since 2007. The average private sector wage rate in Washington has risen 56% since 2007, which is more than nationwide. However, that was not enough to keep up with the cost of living in the state. Adjusted for the cost of living, the average private sector worker earned 4.6% less per hour in 2022 than they did in 2007.

The ECONorthwest forecast has inflation coming off its 8% peak seen in 2022, dropping just below 5% this year (2023). However, the analysis also forecasts inflation moving up slightly in 2024. The full Inflationary Analysis can be found in Appendix D.

Inflationary Considerations in State Contracting

A review of the 2022–2023 Consolidated Homeless Grant contract language in the Homelessness Assistance Unit at Commerce reveals limited and inconsistent language. The most consistent wording included, “*The department will work with stakeholders and grantees to increase current contracts and distribute funds to account for increases in housing and services costs across the state.*” Our team did not identify any consistent language or clear guidelines on inflationary or cost escalators for this period,

³⁶ “Compensation Costs up 5.1 Percent from December 2021 to December 2022: The Economics Daily: U.S. Bureau of Labor Statistics,” accessed March 13, 2023, <https://www.bls.gov/opub/ted/2023/compensation-costs-up-5-1-percent-from-december-2021-to-december-2022.htm>; ECONorthwest, “Inflation Assessment for the Office of Homeless Youth Study,” (April 10, 2023).

though new funding specifically for this purpose is identified in the 2023–2025 WA State Operating Budget, and the Homelessness Assistance Unit reports it will later be incorporated into new biennial contracts.³⁷

Research into other contracts throughout the region found sample language and contracting tools that allowed for escalator clauses in contracts that protected the funding agency as well as the recipient. Some ideas include using the following:

- **Consumer Price Index (CPI)** – By far the most common measure used in escalator clauses that change prices or contract totals based on changes in prices.
- **Cost of Living Adjustments (COLA)** – An increase made in reaction to the cost of living, including the cost of necessary goods in each area. Some COLAs are tied to inflation or the CPI.
- **Material Price Index (MPI)** – Agreement on the specific cost of materials for a particular project and agreement on price fluctuations based on some mutually agreed index. Although these are most common in construction, the material price index can also be used to cover direct expenses and other overhead costs. This can minimize risk for the contractor and for the granting agency.

Escalation clauses, including adjustments for inflation, are common in for-profit contracts. The recommendations suggest changes to how Commerce includes inflationary clauses for nonprofits.

Pay Equity Analysis

A comparison study of compensation and benefits of HSP workers and four comparison occupations was conducted to illustrate whether HSP workers have similar conditions relative to professions with corresponding qualifications and demands. Wage and salary information is based on the Job Market Dataset, which can be found in Appendix E.

Two data sources were used to perform this preliminary pay equity analysis: the Worker Survey and the Job Market Dataset, which served as a “snapshot in time” that shows what current market rates employers are offering to attract qualified applicants (does not necessarily reflect real take-home pay). The survey provides a robust and recent (March 2023) look at actual pay in Washington based on self-reported responses from almost 3,000 respondents across the state. The Job Market Dataset, on the other hand, shows market-driven wages (February 2023) based on salary and wage information posted by employers on one of the largest employment websites for job listings (Indeed). Lastly, we rounded out this data-forward approach by incorporating qualitative data from our Focus Groups into our findings and conclusion.

Unlike typical state and federal sources of wage/salary information (e.g., Bureau of Labor Statistics, Washington Employment Security Department), the two data sources used in this analysis provide a level of specificity on pay for the relevant occupations that the state and federal sources do not. For example, *homeless service providers* are not an occupation that can be isolated in these governmental data sources; similar challenges were encountered for some of the comparison occupations.

³⁷ Washington State Department of Commerce, *Consolidated Homeless Grant*, n.d. <https://www.commerce.wa.gov/serving-communities/homelessness/consolidated-homeless-grant/>; Rolfes, Christine, “2023 operating budget (ESSB 5187),” <https://lawfilesexternal.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/Senate/5187-S.SL.pdf>.

Since the HSP survey provides the most direct and pertinent information on the *homeless service workers* occupation, the pay equity analysis relied only on this source for wage/salary data. Moreover, data analysis for this occupation was limited to survey respondents who identified both as currently working in the homeless services sector and as frontline workers. Concerning the set of comparison occupations, the job market dataset was relied on for analysis. To facilitate analysis and comparison between these two data sources, wages and salaries across all occupations were standardized by generating annualized, full-time pay estimates.

HSP workers earn less than comparison occupations, regardless of union status. HSP workers earn about \$49,000 annually, compared to an average of about \$55,000 annually across the selected comparison occupations, and about \$5,770, or 10%, less annually than most comparison occupations.³⁸ On average, CNAs earn the least (\$46,000 annually), while para-educators earn the most (\$63,000 annually). About 30% of Worker Survey respondents are in unionized roles. However, the difference in average salary between unionized workers (\$50,200) and non-unionized workers (\$49,850) is very small.

Fifty percent of Worker Survey respondents are required to be on-call, meaning they are readily available and able to work immediately if needed. An additional 11% are not required to but sometimes are asked to be on-call. Of those required to be on-call, 16% are not paid for on-call hours.

In the Puget Sound region—where more than four in 10 HSP workers are employed—pay lags even further behind comparable jobs. HSP workers in the Puget Sound region earn about \$50,200 annually, compared to an average of about \$59,600 annually across the selected comparison occupations, and about \$9,000, or 16%, less annually than most comparison occupations. The regions with the highest average pay were the Southeast (\$50,500) and Puget Sound (\$50,200). The regions with the lowest average pay were the Northeast (\$47,000) and North Central (\$46,900).

Only 58% of HSP workers indicated that jobs within their sector offer regular Cost of Living Adjustments (COLAs), which would help to keep their wages aligned with rising costs due to inflation. Only 20% of HSP workers indicated that meaningful raises (over and above COLAs) are offered regularly and are communicated in advance or on a predictable schedule. These data points suggest that many HSP workers are seeing the buying power of their wages eroded by inflation. Survey results also indicate HSP workers may be struggling to keep up with basic costs. When asked about motivations for earning more compensation as an HSP worker, the most frequently cited (54%) was wanting earnings to keep up with the cost of living for basic needs (e.g., food & housing).

HSP workers feel that their employment benefits are typical (40%) or better (28%) relative to other jobs and comparable sectors. Only 20% of HSP workers believed the level of benefits offered by their employer is below what is offered in other jobs or comparable sectors. As expected, a small share of HSP workers (8%) do not receive any benefits or incentives beyond base pay. The most frequently cited benefits were paid leave/paid time off (53%), health, dental, and/or vision care (46%), and retirement benefits (36%). Only three in 10 respondents reported employer mental health benefits (beyond what is already offered in their basic health insurance). When asked about factors that contribute to job satisfaction and staying in a job, 41% of respondents cited good benefits, and 42% cited time off or a strong "work/life" balance.

³⁸ BDS Planning & Urban Design, "HSP Workforce Study: Job Market Snapshot Dataset."

Most HSP workers are experienced and educated. More than half (56%) of HSP workers have three or more years of experience in the sector, including 16% with more than 10 years of experience. Only 12% have six months or less experience, and 31% have between seven months and two years of experience. Overall, 69% of HSP workers have completed a postsecondary credential—54% have an associate’s or bachelor’s degree, and an additional 10% have a graduate degree.

Focus Group Findings

Supplemental information gathered from targeted Focus Groups further reinforced the findings identified from the initial inflationary and pay equity analyses. The following observations regarding wages and benefits were expressed by focus group participants:

- The monetary compensation provided does not match the emotional labor this job requires. This is high-skill, high-labor work, but compensation does not reflect that.
- HSP workers take on responsibilities outside of their job descriptions and expertise. No matter the role, they are dealing with mental health crises, working without enough resources, and are expected to do whatever is needed for a client.
- HSP workers are under-compensated for their highly skilled and emotionally impactful work.
- In this job market, there are competitive wages in different fields that come with significantly less stress. Employers acknowledged that to be competitive, wages need to account for the trauma and impact of doing this work.
- Rural employers reported being unable to compete with wages in neighboring counties that were worth a short commute for workers or even fast food or box store wages.
 - “We can pay our receptionist \$18–19/hr. The hourly rate at Burger King is comparable and doesn’t come with the same stress.” – Rural Employer Focus Group Participant.
- Urban employers reported workers could find jobs in a similar “community-minded” role at another agency or in government for higher pay and lower stress.
- Smaller rural organizations cannot afford medical benefits.
- One employer personally could not begin working in this field until their partner was able to carry more of the weight for their family with higher wages and benefits. She was intentional and took a long time to make the move to this role and field. She volunteered and engaged in the work but was unable to work in homeless services full-time until her partner’s new role could support her career move.
- Both employers and workers reported that HSP workers stay in these roles because of a strong call to the mission despite inadequate compensation.

The full Focus Group Findings can be found in Appendix I.

Worker Satisfaction, Retention, and Turnover

HSP workers and their employers are the experts in their own workplaces. Their voices offer the most accurate depiction of workplace culture and the factors that contribute to worker satisfaction, retention, and turnover. This section outlines HSP worker demographics and a summary of themes and findings expressed by individuals about job satisfaction, retention, and turnover, relying on multiple targeted surveys and focus groups conducted by BDS Planning over several months. (See Appendices C, F, G, and I.) Because there is a tendency to oversimplify any challenges to worker retention as being solely financial, this section of the report intentionally focuses on factors *other than wages and benefits*.

HSP Worker Demographics

The workforce tends to be white and female. The vast majority of HSP worker survey respondents are white (73%), and most (60%) identify as female. The survey conducted for the Trauma Study provided further verification, with 77% identifying as white and 70% as female out of more than 1,400 HSP workers.

The workforce tends to be fairly distributed across age groups. While the HSP workforce includes people of all age ranges, two-thirds of survey respondents are in the 26 to 45 age range.

The workforce tends to be educated. Sixty-nine percent of the respondents possess a postsecondary degree: graduate degree (10%), bachelor's degree (31%), and associate degree (23%). In addition, 2% have completed trade school, and 3% finished an apprenticeship or certificate program.

Approximately one-third of the HSP workforce has five or more years of experience in the homeless services sector. Twenty-two percent have three to five years of experience in the sector, and 43% have less than two years of experience.

Nearly half of HSP workers are in the Puget Sound region. Most respondents indicated that the primary location in which their work takes place is the Puget Sound region (47%), which consists of Pierce, King, and Snohomish counties. The Southwest and Peninsula/Coastal regions account for about 10–14% of respondents, and the other five regions are all under 10%.

Worker Satisfaction

A supportive environment, a sense of fulfillment, and work-life balance are all strong contributors to the job satisfaction of HSP workers. When asked about job satisfaction, the primary contributing factors were supportive coworkers and management (good communication, feedback, healthy environment) (52%), a sense of fulfillment (44%), and time off or strong “work/life” balance (43%). This data point does not indicate that workers necessarily feel “great satisfaction” all or even most of the time, but that when they do, it is a result of feeling healthy, safe, fulfilled at their job, and having strong boundaries between their work and their personal lives. It is also important to note that lack of respect, unreasonable or unpredictable hours, low morale and high stress are overwhelmingly identified by workers as the very reasons for leaving the sector.

Employers are taking some steps aligned with factors contributing to HSP worker job satisfaction. The HSP Employer Questionnaire inquired about steps taken since January 2020 to improve employee

satisfaction and retention. The top three steps taken included increasing compensation (80%), recognizing employees' contributions (e.g., morale-boosting activities, incentives) (67%), and improving internal operations, tools, and resources (e.g., project management software, consistency in systems and documentation, better communication, etc.) (53%). Other steps taken pertained to job training, benefits, and remote/hybrid opportunities for employees, all of which can contribute to an improved sense of work/life balance. From these responses, most employers are attempting to take measures to improve the workplace and care about employee morale, but how effective these strategies have been remains to be seen.

Worker Retention & Turnover

HSP workers are primarily looking for better pay and benefits. Although this section of the findings does not focus on pay equity, it is important to note that when asked what the workers are primarily looking for in their next job or workplace, about half of respondents identified better pay and benefits. Other responses largely fell into three categories: better work culture and environment, better work/life balance, and more training and professional development opportunities. Workers are looking for flexible and hybrid working hours, training and professional development, less stress, and better overall organizational infrastructures. In addition, the Trauma Study supports these findings—making it clear that HSP workers want more training and ongoing professional development opportunities. Also, the lack of these opportunities can serve as a barrier to advancement, particularly for workers with lived experience of homelessness who have lower rates of post-secondary educational attainment.

According to the Employer Questionnaire, the HSP worker turnover rate reported by employers is 25.9%, which was supported by anecdotal comments from HSP employers about hiring difficulties they face, especially for small organizations. Taken from our small survey sample, this turnover rate is not definite, and it presents an opportunity for further inquiry about turnover rates (if statewide data were collected by ESD, for example, that would help draw more accurate conclusions). However, this data point does seem to validate other findings from both the Worker Survey and Trauma Study that highlight a workforce that, despite its challenges, is motivated to stay in place. Compared with Washington paraeducators, whose turnover rate is 23% after the 2021–22 school year, this puts HSP workers on par.³⁹

Currently, the majority of HSP workers are not considering leaving their jobs. Fifteen percent of respondents are currently considering leaving their jobs, and 13% are unsure. The survey conducted for the Trauma Study supports these findings, which indicated that almost half (45%) of HSP workers planned to stay in their sector indefinitely or would do so if they had funding. However, while 72% also indicated that they are not currently planning to leave the HSP sector for a different employment sector, only 12% intend to stay for one to two years, 12% for three to five years, and 14% for five or more years.

Movement by the HSP workforce tends to be toward adjacent sectors or secure government jobs. When asked about the sectors they have moved to in the past or are considering moving to, survey respondents named jobs in adjacent sectors that offer better compensation, such as education, counseling services, and other non-direct services sectors. They also indicated a preference for roles in state and federal government, where benefits packages are more livable, secure, and stable. Some of

³⁹ Theobald, Roddy et al., "A Descriptive Portrait of the Paraeducator Workforce in Washington State," (April 2023), https://caldercenter.org/sites/default/files/CALDER%20WP%20283-0423_o.pdf.

the other sectors and roles mentioned were wide reaching, such as accounting, administration, arts, big tech, construction, criminal justice, customer service, human resources, the military, real estate, sales, etc.

The greater fulfillment of homeless services work is a reason some HSP workers return to it later in their careers. When asked about the primary reasons for returning to the sector later in their careers after leaving it previously, nearly 33% returned to the homeless services sector due to personal preferences for this type of work, such as it being more impactful, fulfilling, or collaborative than their previous work in another sector. Twenty-five percent also indicated that they gained new skills and experiences while they were away from the HSP sector that they then wanted to apply to the homeless services sector and so returned to this work with a refreshed set of skills and an appetite for improvement.

In addition, the Trauma Study supports these findings, showing that the HSP workforce is deeply caring and committed despite the many challenges they face on the frontline. The people who want to do this work are incredibly committed despite the challenges they face as a routine course of their work and/or less than competitive wages and benefits.

HSP workers are asking for a network of supportive services. Forty-one percent of the respondents identified a need for supportive network services for employees to promote retention that includes but is not limited to, insurance, childcare, burnout, and trauma services to help workers with a more stable and secure standard of living.

Focus Group Findings

Supplemental information gathered from targeted Focus Groups further reinforced the findings identified from the initial satisfaction, retention, and turnover conclusions. The full Focus Group Findings can be found in Appendix I. The following observations regarding worker satisfaction, retention, and turnover were expressed by focus group participants:

Workload & Expectation:

- HSP workers are often asked to work with large caseloads, take on additional responsibilities, and work with fewer and fewer resources. These expectations contribute to feelings of burnout. Staff shortages and hiring challenges exacerbate the demands on those still in the field, creating a vicious cycle.
- There are not enough case managers to assign to the work, so workers in other roles report working with clients without the same resources a case manager would have.
- There is an expectation that HSP workers will go beyond what is written in their job description, and the reality is that the role is different and more involved than they were hired for.
 - “The expectations continue to broaden. I feel like a mother, nurse, and all these other roles that make me question what I should be doing. ... It makes me question the work.” – BIPOC Focus Group Participant
 - “Your job description may say 20 things, but in reality, you’re doing 60.” – Urban Employer Focus Group Participant
 - “We have to be whatever is needed.” – Union Focus Group Participant

Lack of Structure:

- The lack of structure, training, and communication contributes to a challenging work environment.
- There is frustration with upper management, which can be seen to lack an understanding of the realities of the work by not being present on the front lines. Lack of clarity or direction and rapid turnover in the upper levels of an organization leave gaps and make the work more difficult at the lower level.
- There's a lack of follow-up, and things are lost in the system. One worker says if he observes a behavior that's out of the norm and reports it to a nurse, psychologist, or manager, there's little to no response.

Findings

Workers in the HSP sector are chronically underpaid and undervalued; however, their reasons for leaving the sector and moving to adjacent industries are manifold and not limited to wages and benefits. While workers overwhelmingly look for more secure and stable employment that ensures livability, they also highlight the need for holistic paths, such as trauma services, childcare support, and professional development opportunities that are lacking or completely absent in their positions.

While adjacent industries do tend to compensate better, workers identified that the “final straw” that causes them to leave the industry altogether is often burnout. This workforce is highly motivated by the outcomes they can provide for their clients, and they do their best to remain within the sector despite the lack of supports in the workplace.

To retain staff, decrease turnover rates, and increase satisfaction, workers are asking for more comprehensive support in the workplace that would make them feel respected, seen, valued, safe, and connected to their peers. Workers want to know that they are not only allowed but encouraged to ask for time off, mental health services, better work-life balance, and trauma-informed supervision in an environment free from additional judgment or pressure. Workers understand that the reality of serving this population necessarily means that there will be proximity to trauma and grief, but they want to see those difficulties counter-balanced by a workplace culture that respects them as the highly qualified professionals that they are and provides adequate supports.

Policy Recommendations

The following recommendations all support the creation of a more organized, standardized, and predictable sector supported by a better compensated, more consistently trained, and happier workforce. These tie in directly with the issues that we heard from employees and employers throughout this study. The success of these recommendations is explicitly linked with the ability of the State of Washington, through Commerce and other state agencies, as appropriate, to adequately staff, coordinate, and fund this work.

Wages and Benefits

Low wages are a core contributing factor that threatens the stability and sustainability of the Homeless Service Provider workforce. Benefits, particularly healthcare benefits, are also crucial to workers in this industry, and many report not having access to benefits or the benefits they have are inadequate. This study has identified several complex and intersecting factors that are contributing to low compensation in this industry:

First, inconsistent job classifications that do not reflect the reality of their jobs. Homeless Service Provider Workers do not have standardized job titles, descriptions and definitions that allow for comparison across industries and roles. Furthermore, because of the nature of the work they do with populations that are typically living with complex behavioral health needs, their classifications should reflect those functions. Namely, services provided by certain roles within the sector (e.g., caseworkers, intake specialists) are behavioral health services but are not designated as behavioral health workers. The lack of standardized wage data for homeless service workers does not allow for adequate comparisons of wages, duties and roles, resulting in suppressed compensation.

The homeless service provider sector lacks standardization, leading to overlapping and confusing work activities, job titles, and responsibilities relative to other comparable nonprofit jobs. Lack of consistent market research prevents organizations from collectively responding to shifts in the labor market, leading to workforce retention and recruitment issues.

Second, and somewhat related, are the limited funding streams available to support this work despite the work resembling activities that do have other funding sources. The need for homeless services is outpacing the funding available to cover costs, and stabilizing the homeless service provider workforce requires additional resources to dedicate to wage increases. State and local governments are covering those costs with relatively little support from the federal government. Those experiencing housing instability are often experiencing behavioral health disorders. While those behavioral health needs are typically covered by Medicaid, the casework and other services that homeless service workers provide, which could serve to help stabilize that individual, are not eligible for Medicaid reimbursement.

Finally, homeless service workers are experiencing significant primary and secondary trauma on the job but are not being cared for accordingly. Homeless service workers are often meeting the needs of the homeless population alongside firefighters and other first responders who currently qualify for worker's compensation benefits due to experiencing posttraumatic stress disorder (PTSD) on the job, yet homeless service workers are not given the same treatment under the law that PTSD is a presumed disease of their work.

Stabilizing the homeless service provider workforce requires continued investment in wage increases and increasing access to benefits. Homeless service workers' wages are low relative to positions doing comparable work and in the context of the high cost of living, and jobs with less stress offering similar or higher wages are readily available. Meeting the needs of those experiencing housing instability cannot be done without homeless service workers, and without near-term wage increases, we will continue to lose these skilled workers to other fields.

Recruitment, Training, and Accreditation

A second key contributing factor that threatens the stability and sustainability of the Homeless Service Provider workforce is the lack of consistent training and a lack of opportunities for career advancement.

Throughout the study, we heard that the required training for HSP workers differs between organizations and that this training is sporadic and often insufficient to deal with the needs of the clientele. The HSP sector lacks training standards, common accreditation pathways, and continued education requirements. This often leads to a distinct level of knowledge and skills unique to the worker rather than consistency across the organization or industry.

Furthermore, workers increasingly say the homeless services sector does not have career-building opportunities. Recruitment into the HSP workforce has no stable recruitment pipeline. In addition, workers do not feel recognized for performing many of the same emergency, life-saving, and high-risk functions as workers with the designation of "first responder." Homeless service provider workers often arrive on a scene alongside firefighters and other emergency medical personnel yet are not given the same respect and protections as these other professions. Stabilizing the homeless service provider workforce requires respect for the work being done and training to ensure staff feel supported and prepared to deliver these critical community services.

Employer Practices

Homeless Service Provider organizations, as employers, need to take steps to support their workers, and they need resources and support to do so. Homeless service workers are experiencing significant primary and secondary trauma while caring for homeless individuals. Many of those experiencing housing instability are also suffering from severe behavioral health disorders, and homeless service workers are coping with the resulting behavior and, frequently, the death of the people they serve. These workers are rarely given time to debrief these traumatic incidents, compounding the trauma and likely leading to post-traumatic stress disorder and related mental health impacts.

Many homeless service workers are not offered healthcare benefits through their jobs because their providers cannot afford them or they cannot afford the cost-sharing associated with the benefits offered, so they are not utilizing them. Additionally, the minimum number of hours to qualify for healthcare benefits is inconsistent across employers.

Homeless service providers struggle to sustain back-office services and expertise, including traditional human resources, accounting, and billing. The total cost of providing homeless services is not typically captured in grants, proposals, and other requests for funding.

The State of Washington and other agencies are seeking to strengthen, stabilize, and sustain the homeless service provider workforce to meet the significant needs and increasing number of individuals

experiencing housing instability. These efforts, including this study, have encountered stumbling blocks to success due to a lack of data and standardization and generally little oversight of labor and other employment practices of the hundreds of organizations that comprise the sector in this state. To achieve the goal of stabilizing the homeless service provider workforce, the State must play a role in supporting these employers and workers.

Wages and Benefits:

1. **Develop a Wage Setting Board (WSB)** and technical review group (TRG) to reflect and reset the labor market for HSP workers.
2. Update the definition of **occupational disease** to include **post-traumatic stress disorder (PTSD)** for HSP workers.
3. Reclassify and/or further define certain HSP workers as **behavioral health workers**.
4. Continue offering **near-term wage increases** for HSP workers to address basic needs and stabilize the workforce as a bridge to more permanent solutions for the sector.
5. **Seek Medicaid reimbursement for certain homeless services** through the creation of a Section 1115 demonstration project and waiver.

Recruitment, Training & Accreditation:

6. Launch centralized, state-funded targeted **training cohorts** for HSP workers.
7. Provide incentives and prioritize awards for providers that build out **access to training programs** for HSP workers.
8. Partner with regional Workforce Development Councils to **build career pathways** for HSP workers.
9. Consider the creation of a **registered apprenticeship** program model for HSP workers.
10. Establish **accreditation, training, and continued education** standards for HSP workers.
11. Include HSP workers in the definition of **first responders** alongside firefighters, emergency medical personnel and law enforcement officers.

Employer Practices:

12. Allow HSP workers time to debrief traumatic experiences or incidents, coupled with scientifically backed and **trauma-informed coping techniques**.
13. Increase funding for and offer **nonprofit organizations back-end support services**.
14. Expand access to healthcare benefits for HSP workers through a **mechanism allowing employers to pool benefits**.
15. Determine which nonprofit expenses and costs can be reimbursable to **reflect the true cost of providing services**.
16. Improve **agency focus** on the Homeless Service Sector, including industry data collection and sector oversight, such as labor and employment practices.

These recommendations all support the creation of a more organized, standardized, and predictable sector supported by a better compensated, more consistently trained, and happier workforce. These tie in directly with the issues that we heard from employees and employers throughout this study. The success of these recommendations is explicitly linked with the ability of Commerce to adequately staff, coordinate, and fund this work.

Wages and Benefits Recommendations

1. Develop a Wage Setting Board (WSB) and technical review group (TRG) to reflect and reset the labor market for HSP workers.

The Wage Setting Board (WSB) and technical review group (TRG) should be comprised of nonprofit leaders, worker representatives, and state agencies and should be tasked with resetting and reflecting the labor market for HSP workers, including:

- Reviewing **existing sector job analyses** that focus on work activities and responsibilities relative to other jobs in the sector. This could also include funding additional questionnaires, surveys, and field observations to standardize job titles and descriptions.
- Implementing a **Job Evaluation Method** to establish a competitive range of compensation for various positions.
- Examining government pay vs. nonprofit pay and **competition within the sector** due to wage variation.
- Funding and analyzing market research and regular inflationary analyses to inform wage standards.
- Considering determinations for **prevailing wage** for the sector and by job description and county.
- Establishing recommendations for base pay and pay step increases for **workers with lived experience**.
- Considering **pooling or self-insured benefit models** to decrease health care costs and standardize what and how benefits are received and what is covered.
- Considering the reclassification of homeless service workers as **behavioral health workers**.

As a first step toward a future wage-setting board and technical review group, Commerce should convene a technical work group made up of state agencies, nonprofit leaders, and worker representatives.

This effort should be a collaboration between Commerce, the Employment Security Department, Labor and Industries, and the Department of Health. External partners should include nonprofit leaders, worker representatives, and market experts. Similar efforts have been implemented in other sectors, including home health care workers, via the Home Care Rate Setting Board, which determines Medicaid reimbursement rate for the Consumer Direct Employer (CDE) and specifically the proposed rate that will be allocated to workers for negotiating wages and benefits. This could include an amendment to RCW 74.39.A.530 and should consider the parity provision in RCW.48.44.299 around reimbursements for the service.

Defining the job of a homeless service worker was challenging, given the various duties workers perform to support people in need of services. Some are classified as behavioral health workers, some as social workers, mental health providers, and community outreach workers. The lack of a standard definition prevents adequate, comparable job definitions to track trends in wages and other workforce-related data critical to retention and recruitment.

In both our focus groups and employer questionnaires, we found that organizations of all sizes in urban and rural counties struggled in determining job descriptions and job types and were often shifting their job descriptions to what was needed to obtain funding. This led to inequitable pay and

differences in job duties hired for versus those performed once employed. Without this level of standardization, organizations are often competing for qualified workers.

A better-organized, standardized sector will allow for clearer data, better worker standards, and increased retention and recruitment of workers. Clear standards also allow for more predictable career growth.

2. Update the definition of occupational disease to include post-traumatic stress disorder (PTSD) for HSP workers.

Like recent changes that will now include direct care registered nurses among the exceptions (effective January 1, 2024), the definition of occupational disease should be updated again to include homeless service workers among this list of other frontline workers who qualify to claim PTSD as an occupational disease. This requires amending [RCW 51.08.142](#), which defines occupational disease and currently excludes mental conditions caused by stress (including PTSD) except for certain firefighters, emergency medical techs, and police officers. This will allow homeless service workers to claim certain benefits under the state's industrial insurance (workers' compensation) laws when they suffer disability from PTSD associated with their direct-care work with homeless individuals.

Legislation would be required to update this definition. A model to follow is Second Substitute Senate Bill 5454, passed during the 2023 legislative session, which updates the definition of occupational disease effective January 1, 2024, to include direct care registered nurses.⁴⁰ While there will likely be some increased costs to the state and to self-insured employers, they are difficult to accurately predict, as evidenced by the fiscal note associated with 2SSB 5454.

Allowing homeless service workers to make a worker's compensation claim associated with PTSD provides them with another resource to address the significant primary and secondary trauma they are experiencing on the job. With such a resource available to them, the hope is more homeless service workers will seek and accept the care necessary to recover and stabilize the workforce overall.

3. Reclassify and/or further define certain HSP workers as behavioral health workers

Designating the roles within the Homeless Service Provider sector that require the application of behavioral skills/expertise will allow some HSP work to be reclassified as behavioral health work. This opens existing funding streams available to the sector that are not currently authorized. It also supports better organization of worker data (e.g., wage data, job descriptions). These outcomes combined are foundational elements that will help strengthen the workforce, increase retention, and better support frontline workers who are providing these services but are not currently compensated or trained for doing so. This work should be guided and interpreted through the Wage Setting Board and the technical advisory group.

Establishing new or redefining existing occupational definitions and classifications will need to involve the Employment Security Department (ESD)—the Occupation in Demand (OID) list—the Washington State Department of Labor & Industries (L&I), and the Washington State Department of Health (DOH). ESD should work with Workforce Development Councils to review, modify and approve occupations.

⁴⁰ Cleveland, Annette, "Chapter 370, Laws of 2023 (2SSB 5454)," <https://lawfilesexternal.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/Senate/5454-S2.SL.pdf?q=20230622155635>.

This work must be done with up-to-date market research and job sector analyses to understand job growth projections. ESD currently uses a combination of occupational projections and current supply-demand data to determine in-demand jobs.

DOH currently provides oversight for most behavioral and public health professions, including accreditation, training, and safety.

Federal funding sources open to behavioral health organizations include but are not limited to, the U.S. Department of Health and Human Services (HHS)—specifically the Substance Abuse and Mental Health Services Administration (SAMHSA)—as well as Medicaid.

SAMSHA defines the term “behavioral health” as being the promotion of mental health, resilience, and well-being; the treatment of mental and substance use disorders; and the support of those who experience and/or are in recovery from these conditions, along with their families and communities.⁴¹ Homeless service provider workers are most associated with *21-0000 Community and Social Occupations and 21-1093 Social and Human Services Assistants* by the Bureau of Labor Statistics (BLS).

Feedback from the focus groups confirmed interest from workers and employers to explore this concept to better align job duties and definitions, reduce stigma, and increase retention and recruitment.

These changes would be one important step in standardizing and organizing the sector. Changing this designation could aid in better data, increased compensation for workers, and potential reimbursements for employers. In addition, worker trends could be more easily identified.

4. Continue offering near-term wage increases for HSP workers to address basic needs and stabilize the workforce as a bridge to more permanent solutions.

Recognizing the critical role of homeless service workers during and after the height of the COVID-19 pandemic, the State of Washington offered Economic Relief for Homeless Service Workers utilizing approximately \$50 million of federal American Rescue Plan Act funds in the 2022 supplemental budget.⁴² This stipend program offered one or two payments of up to \$2,000 each to homeless service workers with an immediate economic need that met certain criteria. Similarly, in the 2023–25 biennial budget, the state included an ongoing \$45.6 million for a 6.5% grantee contract increase only for existing grantees aimed at stabilizing the homeless service provider workforce and maintaining current levels of homeless subsidies and services. Near-term wage increases for homeless service workers like these should continue to stabilize the workforce until other more systemic and permanent recommendations included in this report can be implemented. Moving forward, workers would prefer these to take the form of guaranteed cost of living adjustments (COLAs) each year and standard inflationary cost escalators included in the contracts (with state and local governments) of those organizations providing rental or housing subsidies and services for eligible tenants could help accomplish this.

⁴¹ “Substance Abuse, Behavioral Disorder, and Mental Health Counselors,” accessed March 3, 2023, <https://www.bls.gov/oes/2020/may/oes211018.htm>.

⁴² Rolfes, Christine, “2021 supplemental operating budget (ESSBill 5693).

Increased funds in the state operating budget aimed specifically for wage increases for homeless service workers will continue to be necessary unless and until more systemic solutions that are recommended in this report are adopted (which would also require additional funding, but the mechanism for doing so would look different). While this has been done by budget proviso to date, the preferred approach moving forward is guaranteed COLAs and associated standard inflationary cost escalators in contracts. (Based on related studies, these COLAs should be tied to the actual cost of living and not simply inflation.) Taking this approach assumes that Commerce would include fulfilling these obligations in their maintenance level budget, which offers more predictability for providers compared to provisos each year.

An informal survey by the King County Regional Homelessness Authority (KCRHA) of the five largest homeless service providers highlighted more than 300 vacant positions among them, with workers citing low wages as one of the most substantial reasons for the vacancies.⁴³ Additionally, the UW Wage Equity Study results suggested the need for both minimum rate increases in the near term while exploring a comprehensive overhaul of pay scales for the entire sector over the long term.⁴⁴

Workers engaged in focus groups in the Trauma Study said that they are often one paycheck away from requiring the same subsidies and support services they are helping their clients access. Workers in the focus groups for this study shared their desire for guaranteed cost of living adjustments (COLAs).⁴⁵

With continued direct investment in the frontline homeless service workers, we expect continued stabilization in the workforce that is helping to tackle the state's homelessness crisis by serving those experiencing housing instability.

5. Seek Medicaid reimbursement for certain homeless services through the creation of a Section 1115 demonstration project and waiver.

Current and ongoing funding for homeless services is a combination of state and local dollars (particularly the document recording fee), with relatively little support from the federal government. The state of Washington should consider creating a Section 1115 demonstration project and waiver that would allow the state to expand definitions and eligibility criteria for Medicaid reimbursement to include certain homeless services, similar to existing demonstration projects covering similar services for those with intellectual and developmental disabilities and those with physical or other disabilities requiring a nursing facility level of care.⁴⁶

Section 1115 of the federal Social Security Act gives the Secretary of Health and Human Services authority to approve experimental, pilot, or demonstration projects that are found by the Secretary to

⁴³ King County Regional Homelessness Authority, "King County Regional Homelessness Authority Five Year Plan (2023-2028)"

⁴⁴ Wage Equity Study Team, "Wage Equity for Non-Profit Human Services Workers: A Study of Work and Pay in Seattle and King County."

⁴⁵ BDS Planning & Urban Design and D-Fine Concepts, LLC, "Supporting Homeless Service Provider Workers Experiencing Workplace Trauma in Washington State: Study & Recommendations."

⁴⁶ [Medicaid.gov, Washington Waiver Factsheet, n.d., https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/Waiver-Descript-Factsheet/WA.](https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/Waiver-Descript-Factsheet/WA)

be likely to assist in promoting the objectives of the Medicaid program.⁴⁷ The purpose of these demonstrations, which give states additional flexibility to design and improve their programs, is to demonstrate and evaluate state-specific policy approaches to better serve Medicaid populations.

A lot of additional work will be necessary by the State of Washington to build such a demonstration project, perhaps including some other recommendations included in this report (i.e., aligning certain homeless service worker position definitions with federal definitions). Given Washington is far from the only state experiencing a housing and homelessness crisis, cross-state collaboration could be informative and strategic in support of a federal waiver being approved.

Drawing down federal Medicaid dollars in support of homeless services has the potential to dramatically increase the amount of funding flowing into the sector, providing the resources necessary to address many of the foundational issues highlighted in this report (e.g., low wages) and increasing services to meet the scale of the needs for those experiencing housing instability.

Recruitment, Training, and Accreditation

6. Launch centralized, state-funded targeted training cohorts for HSP workers.

Training for HSP workers is necessary to cater to the needs of the sector, including standards for rapid rehousing best practices, trauma-informed care, and working with populations using low-barrier shelters.

Commerce should partner with local nonprofits, businesses, worker organizations and employers who specialize in providing nonprofit technical assistance and capacity services to determine specific program parameters.

Worker surveys and focus groups confirmed a lack of training or differences in training by the organization. Workers reported being undertrained for addressing client needs, including trauma-informed practices, and dealing with mental health issues and overdoses.

Workers also reported that lack of training to respond to or address these issues contributes to their stress levels, secondary trauma, job satisfaction, and retention.

Standardized training allows for clearer job expectations, skill building, and a better-prepared workforce, particularly when it comes to dealing with safety and substance use disorders experienced by the populations they serve. A better-prepared workforce could reduce stress levels and increase retention of workers.

⁴⁷ Medicaid.gov, "About Section 1115 Demonstrations," n.d., <https://www.medicaid.gov/medicaid/section-1115-demonstrations/about-section-1115-demonstrations/index.html>.

7. Provide incentives and prioritize awards for providers that build out access to training programs for HSP workers.

Working with homeless service provider organizations, Commerce should craft language that incentivizes organizations to create trauma-informed training programs. Commerce and local governments should prioritize grants to employers with **minimum standards of programmatic training** for frontline workers.

The Washington State Health Care Authority (HCA) leads much of the work centered around trauma-informed training and has existing tools to guide organizations through self-assessments and organizational toolkits. Commerce should partner with the HCA, DOH and training professionals with a focus on trauma-informed practices to determine language and program parameters.

Findings from worker surveys and focus groups regarding the lack of training or differences in training by organizations that are stated in the previous recommendation also support this recommendation.

Trauma-informed care and training allow the workforce to be better prepared to understand their clients' life experiences and equip them with more tools to address clients' needs, leading to better client outcomes, reducing staff stress, and increasing retention and recruitment.

8. Partner with regional Workforce Development Councils to build career pathways for HSP workers.

The State of Washington should engage with the 12 regional Workforce Development Councils to establish a career pathway for homeless service provider workers. Current efforts are often disorganized and lack consistent funding and attention. Partnering with WorkSource for job placements and training with employers can address this issue.

The 12 Workforce Development Councils are major stakeholders in developing career pathways for in-demand job sectors. Commerce should convene a statewide meeting with the Washington Workforce Training and Education Coordinating Board, Washington Workforce Association, providers, and worker organizations to discuss steps in developing programs that support homeless service workers.

The Workforce Innovation and Opportunity Act (WIOA) is a federal program through the Department of Labor designed to help job seekers access training, education, resources, and other services. It also funds job pairing, matching interested employers with employees in high-demand sectors. Although WIOA dollars are decreasing year-by-year, there remains interest from Workforce Development Councils to promote job placement and training for homeless service provider workers.

Worker surveys and focus groups identified workers' desire to grow in their career but did not feel supported or know how to access professional development resources and training. Workers with lived experience or those who have recently exited homelessness were the most likely to express the need for job placement and career development.

Establishing clear job placement and career ladders for homeless service providers by setting predictable and attainable professional development goals is desirable. Clearer career advancement allows for career planning to increase retention rates.

9. Consider the creation of a registered apprenticeship program model for HSP workers.

The State of Washington should work with the U.S. Department of Labor and the Office of Apprenticeship to create a registered apprenticeship model. Apprenticeships allow for on-the-job training with more formalized instruction that allows for a more seamless onboarding into the sector.

The Department of Labor coordinates and certifies new apprenticeship programs. Commerce should convene a working session with Workforce Development Councils, worker organizations, and employers to determine appropriate steps, program design, and core components of an apprenticeship program.

Employers report struggling to recruit qualified employees and applicants. Resources to train employees to achieve service standards are costly and decentralized. The Workforce Needs Advisory Committee, focus groups, and worker survey identified on-the-job training and onboarding to organizational needs as issues.

Registered apprenticeships allow for more standard training and skill building and allow for more successful career pathways.

10. Establish accreditation, training, and continued education standards for HSP workers.

Commerce should establish internally, or through a third-party administrator, targeted and paid programmatic accreditation, training, and continued education standards that reflect the needs of homeless shelters, rapid rehousing, and other service areas in which HSP workers are employed.

Accreditation and continuing education models in healthcare have shown an increase in the quality of care and trust from the community and clientele. In some cases, it has increased efficiency in the workplace and has reduced liability due to gaps in knowledge and standard of care.

The Department of Health currently acts as the certifier and administrator of behavioral health certification and some continuing education. Commerce should convene a working session with DOH, worker representatives, employers, and other nonprofits as part of the Wage Setting Board to discuss program design, stakeholder involvement, and realistic timelines for program creation and implementation.

A better trained, more confident, and supported workforce allows for a happier and healthier work environment and an increase in the standard of service and care.

11. Include HSP workers in the definition of first responders alongside firefighters, emergency medical personnel, and law enforcement officers.

Legislators should amend RCW 70.54.430 and other related statutes to include HSP workers in the definition of **first responders**. This simple change in language could help in supporting changed attitudes toward the profession, a foundational component to support recruitment and retention in the industry. Depending upon which statutes are amended, it may also confer upon these workers protections afforded to first responders they do not currently have (e.g., immunity from legal action

when administering life-saving medical care, such as Narcan [naloxone nasal spray] used to reverse a drug overdose).

This could be a stand-alone policy change or be incorporated into broader changes around accreditation, training, and continuing education, per the previous recommendation. For instance, this could resemble a recent comparable change, which included public safety telecommunicators (e.g., 911 call center operators) in the definition of **first responders**. Namely, intent language included in SSB 5555 during the 2022 legislative session conveyed respect for the position, while statutory changes in this legislation set up these professionals for success in an accreditation program. The change for public safety telecommunicators had specific language around having completed certain training or certification to be labeled as such but made clear the title applied across various employers (e.g., local, regional, and state agencies), which are details that would have to be determined with additional stakeholder work.

Offering this designation to these workers would have a “soft” impact of commanding more respect and acknowledgment of the realities of their work, including the life-saving functions they often perform and the trauma they face in the workplace.

Employer Practices

12. Allow HSP workers time to debrief traumatic experiences or incidents, coupled with scientifically backed and trauma-informed coping techniques.

Homeless service provider organizations must offer dedicated, paid time for their frontline workers to have the time and space to process the trauma they are experiencing on the job. This could include individual counseling sessions, group debriefs, or even access to an Employee Assistance Program. However, it needs to be separate and apart from employees simply accessing mental health services on their own time utilizing their health insurance benefits. Employees need not only debriefs but also scientifically backed and trauma-informed coping techniques. These techniques are not unique to any one employer or incident and present an opportunity for the State of Washington to provide access to such training or resources. It also allows for increased standardization of what trauma support workers are receiving. It also alleviates the costs for the employers associated with coverage of services for those experiencing homelessness while employees seek and receive care for themselves.

Homeless Service Provider organizations have the power today to create the time and space for their workers to debrief traumatic experiences or incidents on the job. They should do so immediately. Because individuals experiencing homelessness will still need care during the time these frontline workers are caring for themselves, additional financial or other resources from the state are necessary to offer this coverage. Furthermore, the State of Washington could create or offer through a third party an industry-wide standard for teaching HSP workers the trauma-informed coping techniques needed to sustain themselves on the job. Finally, given the State of Washington’s existing connections to thousands of homeless service workers through contracts to provide these services, Commerce or another state agency could host regular sessions, even if remote, to allow workers across employers and geographies to regularly connect to discuss and debrief the trauma they are experiencing on the job like the focus groups convened for the purpose of this study.

In the survey for the Trauma Study, about 45% of respondents indicated that they either did not feel supported by their organization when traumatic events occurred or felt that support was not provided consistently.⁴⁸ Multiple sources in the extant literature review support this finding. Furthermore, in the focus groups for the Trauma Study, participants commented that the act of engaging in the focus group was in and of itself therapeutic and that a model allowing workers to share their experiences would feel supported.

Giving HSP workers better tools to address the trauma experienced on the job should lead to more sustainable practices for these workers and hopefully continued stabilization of the workforce.

13. Increase funding for and offer nonprofit back-end support services.

Commerce should launch nonprofit technical assistance grants dedicated to supporting and building capacity for nonprofits for back-office needs, including management, supervisor training, accounting, reimbursements, healthcare benefits management, technology, following on-call and standby rules, and other human resource needs.

Grants should also support creating human resources departments with an emphasis on worker well-being, cultural competency and establishing organizational norms around trauma and risk management.

Commerce should issue centralized requests for proposals for nonprofit technical assistance organizations to support homeless service employers. Commerce should continue regular roundtable discussions to determine needs and trends.

On-call practices are well defined in the WAC 357-00-000, yet workers reported inconsistency in how these rules are applied. This element of technical assistance should focus on following more closely what is already written in law, with particular focus on how standby workers are used and compensated across the sector.

Focus groups and employer questionnaires reflect struggles with maintaining back-office functions. Some organizations are seeking collaborative solutions with similar-sized nonprofits, while others are forced to not offer certain employment benefits (e.g., healthcare benefits). Nonprofits operating in their own organizational bubble tend to struggle with worker retention and recruitment. The absence of collaboration among nonprofits also contributes to the lack of standardization of benefits and wages, including how to qualify for health insurance for part-time employees and their dependents.

Growing the capacity of homeless service providers to operate as fully functioning and funded organizations helps standardize and stabilize the sector and its workforce.

14. Expand access to healthcare benefits for HSP workers through a mechanism allowing employers to pool benefits.

⁴⁸ BDS Planning & Urban Design and D-Fine Concepts, LLC, "Supporting Homeless Service Provider Workers Experiencing Workplace Trauma in Washington State: Study & Recommendations."

Employers should consider pooling healthcare benefits and negotiating together to maximize cost and benefit efficiency, such as utilizing a self-insured model. An alternative to this approach would be for the state to expand who can qualify for state healthcare and other benefits, like how school district employees were recently made eligible for the School Employee Benefit Board (SEBB), modeled after the Public Employees Benefit Board (PEBB). Such a state insurance model could be for a very narrow group of employees (e.g., HSP workers) or broader (e.g., any employee of nonprofits that contract with the state or local government to provide public services).

While increasing access to healthcare benefits is also a topic suggested to be taken up by the recommended Wage Setting Board above, this recommendation focuses instead on collective action by employers that could lead to improved standards for benefit offerings. As an initial step toward broader collective action, employers should coordinate with one another to create an industry standard for a minimum number of monthly hours required to qualify for health insurance, as well as standards around including family members and dependents, to reduce movement of employees between organizations for the purpose of seeking access to any or better healthcare benefits.

The King County Wage and Benefit Survey indicates that most—but not all—nonprofits participating in the survey (which includes more than just Homeless Service Providers) offer healthcare benefits but notes it isn't always sufficient.⁴⁹ For instance, the survey indicated that a combined 41% of respondents noted “unfavorable” or “very unfavorable” when asked if their organization’s health care plan meets their needs.

Improving access to healthcare benefits for homeless service provider workers, particularly those frontline workers who are experiencing both physical and mental health impacts due to their interactions with those experiencing housing instability, is a critical tool for stabilizing and sustaining this workforce.

15. Determine which nonprofit expenses and costs can be reimbursable to reflect the true cost of providing services.

Commerce should assess if existing contracting structures at the state and local levels for human service providers are adequate for sustaining the human services sector, including if the lowest responsible bidder contracting structure is adequate for funding needed work. Developing recommendations for necessary changes in the law or rule will help address structural issues in human service contracting.

Commerce should convene a facilitated work group representing BIPOC organizations, state agencies with homeless services contracts, employers, and other associations, as well as city and county governments to carry out the review and propose recommendations.

This recommendation was previously included in the 2023–25 biennial operating budget as passed by the Washington State Legislature but vetoed by the Governor because the funding in the proviso expired before the report was due, and the funding provided was too low. Commerce should include this recommendation in the supplemental budget with adequate funding and time to do the work.

⁴⁹ Wage Equity Study Team, “Wage Equity for Non-Profit Human Services Workers: A Study of Work and Pay in Seattle and King County.”

Employers in focus groups described the need to have funds for the entire cost of providing services. This included more flexible overhead and the ability to use grant dollars to pay for overtime and other increases.

Understanding the total cost of providing comprehensive homeless services creates stronger employer organizations and allows for the ability to reflect the true compensation and training needs of employees.

16. Improve agency focus on the Homeless Service Sector, including industry data collection and sector oversight, such as labor and employment practices.

The Washington Employment Security Department (ESD) and Washington State Department of Commerce (Commerce) should increase their focus, including increased staff resources, on the homeless service sector with an eye on labor and employment trends and practices. ESD should explicitly track HSP employment data. Commerce should incentivize good labor and employment practices through contracts, as well as offer programmatic support, such as training and other technical assistance to homeless service provider organizations.

ESD should take steps to enable more explicit tracking of employment data within the homeless service sector. This may be dependent upon some of the definitional changes suggested in other recommendations above. Commerce should, through its contracts and subcontracts (via local governments) with HSP organizations, play a more significant role in sector oversight and incentivizing certain behaviors, including better understanding and improving labor and employment practices. Staff at Commerce could also support efforts articulated in other recommendations for more standardization to meet the program development needs across the industry.

In the extant literature review, we found that Mullen and Leginski (2010) emphasize the need for more research on the current state and size of the HSP workforce.⁵⁰ They conclude that having this insight will be foundational to developing an actionable workforce development agenda on a national level. However, as of 2022, the Washington Employment Security Department still did not explicitly track or even reference HSP employment data in relation to other tracked positions.⁵¹ This means that there is still not enough employment data to gather a holistic view of homeless service provider workforce development, or lack thereof, besides the significant job vacancies that HSP organizations are experiencing.

Increased agency focus may lead to standardization of the sector, and coordination among state agencies and organizations will reduce duplicative work, create more efficient uses of resources and management, and lead to more predictable funding.

⁵⁰ Mullen, Joan and Walter Leginski, "Building the Capacity of the Homeless Service Workforce."

⁵¹ Mullen, Joan and Walter Leginski.

Acknowledgements

Workforce Advisory Committee

- Jason Cockburn, Second Chance Foundation
- Jhovona Duggins, Social and Human Services Advocate
- Jody Rauch, Coalition on Homelessness
- Lindsey Grad, SEIU 1199NW
- Lucia Ersfeld, South Snohomish County Emergency Cold Weather Shelter
- Lynn Marquez, Catholic Community Services
- Michael Eng, Low Income Housing Institute
- Sarah Baxter, Catholic Charities
- Stephanie Pacheco, DSHS
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Appendices

- Appendix A: Extant Literature Study Analysis
- Appendix B: Extant Literature Review Coding for Gap Analysis
- Appendix C: Trauma Study
- Appendix D: Inflationary Analysis
- Appendix E: Job Market Comparisons
- Appendix F: Worker Survey Data
- Appendix G: Employer Questionnaire Data
- Appendix H: Pay Equity Analysis
- Appendix I: Focus Group Findings

BDS**PLANNING & URBAN DESIGN****EXTANT LITERATURE STUDY ANALYSIS SUMMARY**

ARTICLE NAME: The Scope and Impact of Nonprofit Job Vacancies
AUTHOR(S): National Council of Nonprofits
DATE: November 15, 2021

Summary:

"This preliminary analysis of results is based on responses of nearly 700 nonprofits from 47 states. Nearly half (47%) reported vacancies of between zero and 9%. Fifteen percent shared job vacancy rates of between 10% and 19%, and a troubling 26% responded that they had job openings for 20% to 29% of their positions. Twenty-seven percent responded that their waiting list had grown to more than a month due to job vacancies, including a domestic violence shelter in Montana, and another organization with more than 1,500 children waiting for services. Causes of the job vacancies were clear to survey respondents. Eight out of 10 nonprofits identified salary competition as a factor preventing them from filling job openings. Nearly a quarter (23%) stated that the inability to find childcare affected recruitment and retention. Vaccination policies affect more than one in five (21%) respondents."

Key Takeaways:

- Nonprofits across the U.S. are facing massive retention and recruitment issues.
- Recommended solutions include: "a call for governments to update reimbursement rates, for the Bureau of Labor Statistics to collect and publish current nonprofit employment data, the provision of cost-of-living adjustments, and recognition and payment of indirect cost rates."

Important Data Points:

- "Eight out of 10 nonprofits identified salary competition as a factor preventing them from filling job openings. Nearly a quarter (23%) stated that the inability to find childcare affected recruitment and retention. Vaccination policies affect more than one in five (21%) respondents."
- "The survey also asked nonprofits to provide the impact of job vacancies as demonstrated by waiting lists for services. Twelve percent reported a wait of less than a week, but 27% responded that their waiting list had grown to more than a month."

ARTICLE NAME: Perspectives of homeless service providers on their work, their clients, and the healthcare system

AUTHOR(S): Cindy Wu Qian, Joshua Hauser

DATE: May 26, 2022

Summary:

The study sought to gain a better understanding of the perspectives of HSPs regarding their work, people experiencing homelessness, and the healthcare treatment of people experiencing homelessness (PEH). Given HSPs' direct experiences working with people experiencing homelessness, the study acknowledged that it is important to shed light on HSPs' insights and experiences to help inform the broader effort of HSP recruitment, retention, and training. The qualitative study focused on Chicago-based HSPs (17 representing five organizations).

Key Takeaways:

Perspectives on Work:

- For most HSPs, the meaning and inspiration of their work are key reasons for their continued connection to the field.
- Based on interview responses, HSPs expressed frustration toward systemic challenges as well as difficult individual PEH behaviors—though these were not explicitly linked to concerns about burnout or job dissatisfaction (associated impacts are reasonably expected).

Perceptions of PEH Based on Client Interactions:

- HSPs resisted the stereotypes surrounding PEH; they encouraged a more nuanced understanding of PEH in a manner that recognized their diverse backgrounds, experiences, and behaviors.
- Many HSPs acknowledged that their perceptions of PEH have *evolved* over time due to their interactions with clients, highlighting the need to "meet clients where they are."
- The above findings have implications for how HSPs are recruited, introduced to the work, and trained over time.

ARTICLE NAME: Building the Capacity of the Homeless Service Workforce

AUTHOR(S): Joan Mullen, Walter Leginski

DATE: 2010

Summary:

Homeless service providers need a national agenda for workforce development. To do this, research needs to answer questions about the current nature and size of the workforce, the needed nature and size of the workforce and how we are going to get there.

Key Takeaways:

- “The Interagency Council on Homelessness is ideally positioned to establish a national agenda for workforce development in homeless services and to leverage action across federal agencies to build workforce capacity.”
- To create a workforce development strategy, one must answer these key questions:
 - What is the current nature and size of the homeless service workforce?
 - Where do homeless service staff work?
 - What jobs are represented in the workforce?
 - What training do workers bring to their jobs?
 - How many people are employed in homeless services?
 - What is the nature and size of a workforce that will meet the needs in the field? (Describing the workforce of the future)
 - The question of supply:
 - Preparation for labor force shortage:
 - HR policies attract and retain a skilled workforce
 - Emphasis on basic training
 - What are the required competencies and skills of the workforce?
 - How do we close the gap?
 - Basic training:
 - Developing a supportive organization: adequate compensation, improving benefits, offering telecommuting, flexible schedules, developing careers:
 - 12 elements of “worker engagement” - create job commitment:
 - I know what is expected of me at work.
 - I have the materials and equipment I need to do my job right.
 - At work, I have the opportunity to do what I do best every day.
 - In the last seven days, I have received recognition or praise for doing good work.
 - My supervisor or someone at work seems to care about me as a person.
 - There is someone at work who encourages my development.
 - At work, my opinions seem to count.
 - The mission or purpose of my company makes me feel my job is important.
 - My associates or fellow employees are committed to doing quality work.
 - I have a best friend at work.
 - In the last six months, someone at work has talked to me about my progress.
 - This last year, I have had opportunities at work to learn and grow.

Important Data Points:

- 202,303 to 327,000 workers provide homeless services
- “The Gallup organization’s surveys of workers in hundreds of occupations and locations suggest that 75 percent of the reasons for changing jobs are not related to compensation. While inadequate pay and benefits account for 22 percent of the reasons for leaving, lack of career advancement tops the chart at 32 percent, lack of fit to job at 20 percent and dissatisfaction

with management or the general work environment at 17 percent” 29 -Robinson J. Turning around employee turnover. Gallup Manag J 2008.

- Percent change in selected social assistance jobs: (Figure 1 transcription)
 - Child’s family and school social workers: 58%
 - Health educators: 78.1%
 - Medical and public health social workers: 57%
 - Mental health and substance abuse social workers: 56%
 - Mental health counselors: 58.6%
 - Rehabilitation counselor: 34.7%
 - Social and community service managers: 48.4%
 - Social and human service assistants: 76.4%
 - Substance abuse and behavioral disorder counselors: 58.4%

ARTICLE NAME: An Exploratory Study on Mental Health and Burnout in Social Care Workers of an Emergency Shelter for Homeless Population during the COVID-19 Pandemic

AUTHOR(S): Altungya et al.

DATE: Nov. 22, 2021

Summary:

During the COVID-19 pandemic, Spain provided emergency shelters to those experiencing homelessness and vulnerable to the health crisis. Forty-four social care workers staffed the shelters, and their work satisfaction, burnout, fatigue, depression, and anxiety symptoms were measured four times using questionnaires. The results showed only slight variations, suggesting that the workers were well adapted to working at the shelters.

Key Takeaways:

- Results: Overall, workers displayed good levels of psychological adaptation to their workplace during the 2.5 months that the emergency center was running.

ARTICLE NAME: 2015 Nonprofit Employment Practices Survey™ Results

AUTHOR(S): Nonprofit HR with assistance from the Improve Group

DATE: 2015

Summary:

This annual Nonprofit HR report analyzed the survey responses from 362 nonprofits located in the United States and Canada. The nonprofit sector is the third largest employer in the United States, and job opportunities within that realm continue to grow. With this growth, nonprofits need to invest in formal strategies to recruit and retain employees. Many nonprofits lack a formal recruitment strategy,

an annual formal recruitment budget and a formal social media recruiting strategy needed to hire the best talent for their organizations. Retention is impacted by the nonprofits' inability to provide competitive pay and promotions, in addition to large caseloads. Retention strategies should include strategies to minimize burnout, a succession plan, strategies to retain entry to mid-level employees and possibilities for remote or hybrid work.

Key Takeaways:

- Formal strategies are needed to recruit and retain employees, specifically a formal recruitment strategy and a formal retention strategy.

Important Data Points:

- 2014: 19% turnover in the nonprofit sector overall
- 2013: 16% turnover in the nonprofit sector overall
- 33% believe “hiring” is the biggest staffing challenge
- Recruitment:
 - 52% do not have a formal recruitment strategy
 - 26%: have an annual formal recruitment budget
 - 59%: have no plans to change recruitment strategy
 - 74% have not engaged in employment branding process or strategy
 - 28% have a formal social media recruiting strategy
 - 91% of nonprofits report they are “using a network of friends and colleagues” as the primary effort, resulting in limited candidate pool diversity
- Retention:
 - 85% do not have a formal retention strategy
 - 38% of nonprofits said that direct service staff were hardest to retain
- The inability to pay competitively and promote staff and excessive workloads are the greatest retention challenges faced by nonprofits. (figure 17 transcription):
 - Inability to pay competitively 27%
 - Inability to promote 20%
 - Excessive workloads/insufficient staff recourse 19%
 - Inability to retain certain position levels 13%
 - Poor morale 6%
 - Ineffective leadership 5%
 - Lack of training/professional development 5%
 - Other 6%

ARTICLE NAME: Care avoidance among homeless people and access to care: an interview study among spiritual caregivers, street pastors, homeless outreach workers and formerly homeless people

AUTHOR(S): Klop et al.

DATE: 2018

Summary:

This study seeks to understand the reasons for care avoidance by people experiencing homelessness through interviews with spiritual caregivers, street pastors, people who formerly experienced homelessness and homeless outreach workers. The term “care avoidance” was found to be stigmatizing and should be thought of as the care provided is not appropriate for the individual, not the individual is not appropriate for the care. The results of these interviews demonstrate that care avoidance stems from individual and systemic factors that affect people experiencing homelessness.

Key Takeaways:

- Care avoidance by people experiencing homelessness stems from both individual and systemic factors.
- “Care avoidance” was considered to be stigmatizing by the participants, focusing primarily on the responsibility (or lack thereof) of homeless individuals rather than design issues of the care system related to care accessibility and usage.’ (pg. 4)

Important Data Points:

- “So we’re building a system, and the homeless are left outside it because they either can’t fit or won’t fit in it – or both. And then we punish them by saying that they’re avoiding care.” (P15, homeless outreach worker)
- “They aren’t care avoiders, they’re just careful about what care they accept. Saying it’s care avoidance is very negative. That says something about the person themselves as if they don’t want any care. What I often see is that people look for care that suits them, which may not exist.” (pg. 20, homeless outreach worker)

ARTICLE NAME: Community-level Responses of Homelessness Assistance Programs to COVID-19: Data from May 2020

AUTHOR(S): National Alliance to End Homelessness: Rice et al.

DATE: May 2020

Summary:

This National Alliance to End Homelessness national survey distributed to organizations working with people experiencing homelessness aimed to examine the impacts of COVID-19 on homeless

populations. The questions focused on COVID metrics and the organization’s capacity and resources. One question revolved around staff but focused on staff shortages, finding significant shortages in frontline/on-the-ground staff shortages.

Key Takeaways:

- Organizations experienced significant staffing shortages with the essential low-wage workforce mainly caused by quarantine.

Important Data Points:

- 60% of organizations reported staff shortages
- “Of CoCs, 88% reported COVID-19-related shortages in frontline shelter workers, and 58% reported COVID-19-related shortages in street outreach workers.”
- “83% cited paid staff absent due to quarantine or social isolation, and 77% reported similar issues with volunteers.”
- 59% reported shortages of masks for staff
- 60% are experiencing staffing shortages (figure 8 transcription):
 - Shortages are in:
 - Frontline staff: 88%
 - Street outreach workers: 54%
 - Facilities maintenance: 17%
 - Social workers: 46%
 - Behavioral health specialists: 29%
 - Volunteers: 63%
 - Physical health specialists: 19%
 - Food prep workers: 38%
 - Reasons for staffing shortages:
 - Volunteers absent due to quarantines, social isolation: 77%
 - Paid staff absent due to quarantines, social isolation: 83%
 - Increased staffing needs but delays/inability to make new hires: 40%
 - Paid staff resignations (due to fears of getting COVID-19): 38%
 - Paid staff resignations (other reasons) : 6%
 - Volunteers out sick: 15%
 - Paid staff out sick: 36%
 - Other staff challenges:
 - Increased stress: 96%
 - Decreased morale: 49%
 - Insufficient training: 38%
 - Exhaustion from longer hours, increased responsibility: 87%
 - Fears of contracting COVID-19 at work: 91%

ARTICLE NAME: Current State Assessment Report - Homeless Sector Workforce Analysis
AUTHOR(S): KPMG & United Way of Greater Los Angeles
DATE: Aug. 26, 2022

Summary:

KMPG developed an analysis to evaluate and identify strategies to support homeless service workforce recruitment and retention. Through data collection, employee surveys, focus groups and interviews, they identify why LA Homelessness Services Sectors are struggling with recruiting, retaining and developing the homeless service workforce. They also identify how these areas can be improved across the sector.

Key Takeaways:

- The homeless services workforce faces challenges in its ability to recruit, retain and develop staff, including “lack of employee support due to back of office constraints,” “trial by fire sector culture,” “untailored benefits for key demographics,” “negative external perception of the sector,” “mental and emotional health needs for all employees,” “lack of security when engagement with clients,” “inconsistent knowledge management procedures and resources,” “agency hop and lack of infrastructure to support PWLE in the workforce.” These are challenges unique to the homeless services workforce.
- Challenges unique to homelessness services include:
 - Lack of employee support due to back-of-office constraints
 - Trial by fire sector culture
 - Untailored benefits for key demographics
 - Negative external perception of the sector
 - Mental and emotional health needs for all employees
 - Lack of security when engaging with clients
 - Inconsistent knowledge management procedures and resources
 - Agency hop and lack of infrastructure to support PWLE in the workforce
- Challenges that are common in other sectors include:
 - Increased job demands create retention risk
 - Inconsistent learning opportunities
 - Lack of diverse representation in executive leadership
 - Undefined career paths
 - Vague competencies for critical roles
 - Over-indexing on compensation as a talent driver
- The homeless service workforce can retain employees by increasing collaboration, providing more training and providing mental health services, including training on coping skills.
- Common Retention Levers:
 - Increased collaboration: connection, awareness, and collaboration with other roles with their agency as well as other agencies

- Training: role-specific training as well as generalized training that prepares employees for their role as well as upskills them through their career
- Mental Health Services & Coping skills: Availability and ease of access to mental health services as well as sector-wide training on mental health coping skills.
- Recruitment Strategies:
 - Rebranding, reach new talent, position clarity, workforce planning
- Retainment Strategies:
 - Career advancement opportunities, trainings, benefits
- Development Strategies:
 - Increase collaboration, focus on culture

ARTICLE NAME: Frontline Workers: Urban Solutions for Developing a Sustainable Workforce in the Homeless Services Sector of Los Angeles County

AUTHOR(S): Vanessa Rios

DATE: April 2018

Summary:

This study examines the challenges associated with employee retention in the homeless services sector of Los Angeles (LA) County, California, by using a combination of literature review, interviews, and surveys. The study aimed to support the development of solutions (policy-focused) for building a robust workforce in the HSP sector.

Key Takeaways:

- Findings suggest that current funding models increase workload demands that contribute to workplace stress and burnout.
- Study data suggest that employees are not properly equipped to meet sector demand (direct link between sector demands and capacity building). pg. 30
- "Good leadership, capacity building, inclusive development, flexible funding, livable wages, and further research on the mental health impact on workers could support and help develop a sustainable workforce." (pg.36)
- Mental Health Impact:
 - A large percentage of HSPs have experienced trauma, are at high risk for secondary trauma and developing other mental health issues (e.g., burnout, PTSD, compassion fatigue).
 - "Wounded Healers" (those with a personal history of trauma): Their work may trigger flashbacks, anxiety, physiological responses.

Important Data Points:

- Approximately 75-87% of people working in helping services have experienced trauma leading to their career choice. (pg. 5)

ARTICLE NAME: A national action plan for workforce development in behavioral health
AUTHOR(S): Hoge et al.
DATE: July 2009

Summary:

This case study outlines the background, the research and stakeholder engagement, and the final goals and recommendations of the National Action Plan for Workforce Development in Behavioral Health. While this action plan was focused specifically on the behavioral health workforce in the late 2000s, the challenges are strikingly similar to those faced by HSPs today, and the recommendations are relevant to this study. The Annapolis Coalition on the Behavioral Health Workforce has existed for 20 years now and has persisted as an institution dedicated to the strengthening of the workforce. This type of organization is nonexistent for the homeless service provider workforce.

“Across all sectors of the behavioral health field there has been growing concern about a workforce crisis. Difficulties encompass the recruitment and retention of staff and the delivery of accessible and effective training in both initial, preservice training and continuing education settings. Concern about the crisis led to a multi-phased, cross-sector collaboration known as the Annapolis Coalition on the Behavioral Health Workforce. With support from the Substance Abuse and Mental Health Services Administration, this public-private partnership crafted An Action Plan for Behavioral Health Workforce Development. Created with input from a dozen expert panels, the action plan outlines seven core strategic goals that are relevant to all sectors of the behavioral health field: expand the role of consumers and their families in the workforce, expand the role of communities in promoting behavioral health and wellness, use systematic recruitment and retention strategies, improve training and education, foster leadership development, enhance infrastructure to support workforce development, and implement a national research and evaluation agenda. Detailed implementation tables identify the action steps for diverse groups and organizations to take in order to achieve these goals. The action plan serves as a call to action and is being used to guide workforce initiatives across the nation.”

Key Takeaways:

- Seven Strategic Workforce Goals for the Behavioral Health System
- Broadening the concept of workforce:
 - Goal 1: Significantly expand the role of individuals in recovery and their families when appropriate to participate in, ultimately direct or accept responsibility for their own care, provide care and supports to others, and educate the workforce.
 - Goal 2: Expand the role and capacity of communities to effectively identify their needs and promote behavioral health and wellness.
- Strengthening the workforce:
 - Goal 3: Implement systematic recruitment and retention strategies at the federal, state, and local levels.

- Goal 4: Increase the relevance, effectiveness, and accessibility of training and education.
- Goal 5: Actively foster leadership development among all segments of the workforce.
- Structures to support the workforce:
 - Goal 6: Enhance the infrastructure available to support and coordinate workforce development efforts.
 - Goal 7: Implement a national research and evaluation agenda on behavioral health workforce development.

Important Data Points:

- For data on the BH workforce and specific challenges addressed, see the [original report](#).

ARTICLE NAME: Frontline Workers with Lived Experience and Traumatic Stress in the Homelessness Sector
AUTHOR(S): Alana Jones
DATE: April 2022

Summary:

This research paper examines the rates of traumatic stress reported by frontline workers working on homeless services who have lived experience of homelessness:

- Frontline workers with lived experience have higher reported rates of PTSD than those without lived experience.
- Frontline workers with lived experience (FWLE) report lower rates of burnout and higher rates of compassion satisfaction than those without lived experience.
- FWLE reported lower levels of resilience.
- Both staff with lived experience and staff without LE reported high levels of secondary trauma.

Key Takeaways:

- "The reported increased incidence of the trauma [frontline workers with lived experience] experience in the homelessness sector should be cause for alarm to policymakers focused on ending homelessness."
- Recommendations from the study:
 - "Providing better tools and awareness can significantly reduce the risk of re-traumatizing...Therefore, we must ensure we combine training, education, and wellness principles to improve the outcomes for frontline workers. Stress identification tools should become a priority for organizations."
 - "...[I]f we can employ a trauma-informed framework like that outlined by SAMHSA (2014), it would provide concurrent trauma supports for both service user and service provider."

ARTICLE NAME: Illustrating the Limits of Homeless Sector Wages: Employees Likely Struggle to Pay the Rent
AUTHOR(S): Julie Pagaduan
DATE: November 2022

Summary:

This National Alliance to End Homelessness article compiles several key data points and highlights the challenge of low wages and high turnover for homeless sector employees, which impacts the ability of programs to house people effectively. NAEH also developed dashboards to illustrate typical financial experiences for employees in the field, including typical expenses, income and other factors. NAEH created dashboards for a 1-person household and a 3-person household.

Key Takeaways:

- “A 2021 study by Dennis P. Culhane and Seongho An found that the average salary of all employees working in permanent and temporary housing programs was \$30,189. This means that many in the homelessness sector earn far below the US median household income of \$70,784 and live in or close to poverty.”

ARTICLE NAME: Occupational Employment and Wage Statistics
AUTHOR(S): Washington State Employment Security Department
DATE: 2022

Summary:

This page shows key employment data for all positions and industries tracked by the Washington State Employment Security Dept., including Occupation title, SOC code, estimated employment, average wage, 25th percentile wage, median wage, 75th percentile wage, and annual wage.

Key Takeaways:

Homeless service providers are not explicitly tracked or even referenced in descriptions of other positions tracked by ESD.

Important Data Points:

Below are several relevant occupations tracked by ESD. There are no positions directly specifying homeless services, outreach, or case management. It may be worth exploring a recommendation for ESD to define and track these specific roles.

BDS

PLANNING & URBAN DESIGN

Social and Community Service Managers:

- Est. Employment - 4775
- Avg wage - \$40.54
- 25th percentile - \$36.71
- Median wage - \$36.83
- 75th percentile - \$45.57
- Annual wage - \$84,320

Social and Human Service Assistants:

- Est. Employment - 7953
- Avg wage - \$20.67
- 25th percentile - \$17.48
- Median wage - \$18.61
- 75th percentile - \$22.80
- Annual wage - \$42,990

Community and Social Service Specialist, All Other:

- Est. Employment - 2510
- Avg wage - \$28.93
- 25th percentile - \$20.26
- Median wage - \$27.45
- 75th percentile - \$37.34
- Annual wage - \$60,180

Mental Health and Substance Abuse Social Workers:

- Est. Employment - 2483
- Avg wage - \$28.61
- 25th percentile - \$19.74
- Median wage - \$29.43
- 75th percentile - \$36.66
- Annual wage - \$59,500

Substance abuse, behavioral disorder, and mental health counselors:

- Est. Employment - 12390
- Avg wage - \$27.16
- 25th percentile - \$21.74
- Median wage - \$23.73
- 75th percentile - \$30.23
- Annual wage - \$56,500

Nurse Practitioners:

- Est. Employment - 3734

- Avg wage - \$62.90
- 25th percentile - \$58.04
- Median wage - \$62.01
- 75th percentile - \$73.52
- Annual wage - \$130,840

Registered Nurses:

- Est. Employment - 62468
- Avg wage - \$45.84
- 25th percentile - \$37.49
- Median wage - \$46.63
- 75th percentile - \$49.62
- Annual wage - \$93,350

Nursing Assistants:

- Est. Employment - 26,049
- Avg wage - \$18.40
- 25th percentile - \$16.85
- Median wage - \$17.86
- 75th percentile - \$20.71
- Annual wage - \$38,270

Personal Care and Service Workers, All Other:

- Est. Employment - 14152
- Avg wage - \$14.41
- 25th percentile - \$14.14
- Median wage - \$14.24
- 75th percentile - \$14.38
- Annual wage - \$29,970

Property, Real Estate, and Community Association Managers:

- Est. Employment - 2416
- Avg wage - \$49.31
- 25th percentile - \$34.65
- Median wage - \$45.03
- 75th percentile - \$59.98
- Annual wage - \$102,570

Social Workers, All Other:

- Est. Employment - 717
- Avg wage - \$38.08
- 25th percentile - \$30.39
- Median wage - \$39.19

- 75th percentile - \$46.93

- Annual wage - \$79,210

ARTICLE NAME: Occupational exposures and mitigation strategies among homeless shelter workers at risk of COVID-19

AUTHOR(S): Carol Rao

DATE: 2021

Summary:

This study was conducted during the COVID-19 pandemic with the purpose of assessing occupational risk hazards related to COVID-19 for homeless service providers. Included in this study were homeless shelter networks in Seattle, Washington; Boston, Massachusetts; Salt Lake City, Utah; Baltimore, Maryland; and across Georgia.

Key Takeaways:

- “Homeless shelter workers may be at risk of being exposed to individuals with COVID-19 during the course of their work. Frequent close contact with clients was associated with SARS-CoV-2 infection. Protecting these critical essential workers by implementing mitigation measures and prioritizing for COVID-19 vaccination is imperative during the pandemic.”

Important Data Points:

- “Of the 106 respondents, 43.4% reported frequent close contact with clients; 75% were worried about work-related SARS-CoV-2 infections; 15% reported testing positive. Close contact with clients was associated with testing positive for SARS-CoV-2 (PR 3.97, 95%CI 1.06, 14.93).”
- “Nearly 40% of workers reported having close contact with a person with known COVID-19, and all reported that they believed the contact occurred at work; 24% of those workers did not use masks all of the time during these interactions (Table 2). Workers who reported frequent contact with clients were more likely to test positive for SARS-CoV-2.”
- “Homeless shelter workers have many different job roles, including case managers, janitors, administrative/managerial staff, cooks, security guards and floor monitors. In our sample, close contact with clients was not limited to workers whose job duties included known client engagement; more than 50% of workers with administrative job duties also reported close or direct physical contact with clients.”

ARTICLE NAME: San Diego Homeless Outreach Worker (HOW) Best Practices
AUTHOR(S): San Diego County
DATE: 2010

Summary:

This publication outlines best practices for HSPs whose work involves outreach to people experiencing homelessness (PEH). Outreach is demanding work that "requires unique problem-solving strategies to mitigate a host of barriers." The best practices outlined acknowledge that effective engagement with PEH necessitates workforce training.

Key Takeaways:

- The Challenge for Workers: To effectively engage PEH, workers must be (pg. 1; Olivet, 2010):
 - Empathetic, flexible, respectful, non-judgmental, committed and persistent
 - Possess specialized knowledge of issues facing PEH
 - Be aware of available services, resources, systems of care
- The Best Practices underscore the need for adequate Workforce Training AND continuous organizational support for coping with daily challenges related to HSP work.
- Initial Approach: Understand the importance of first impressions and how to approach potential clients (i.e., PEH). This is a major factor in the individual accepting or refusing services. (pg. 5)

ARTICLE NAME: Factors Associated with Providers' Work Engagement and Burnout in Homeless Services: A Cross-national Study
AUTHOR(S): Lenzi et al.
DATE: 2021

Summary:

This cross-national approach analyzes the online questionnaire responses of 497 homeless service providers across eight countries. Questions revolved around how training and supervision affect levels of work engagement and burnout. They define work engagement as the "degree to which they feel a sense of fulfillment characterized by vigor, dedication, and absorption" (224). Burnout is measured within the categories of psychological exhaustion, relational deterioration, professional inefficacy, and disillusionment. Overall, if training is available and staff find it useful, then they can increase engagement and decrease burnout symptoms. Non-useful supervision can be associated with burnout symptoms. Training and supervision can be associated with increased work engagement and decreased burnout symptoms if staff find them useful.

Key Takeaways:

- Training and supervision can be associated with increased work engagement and decreased burnout symptoms if staff find them useful.
- “The complexity of users’ characteristics can make working with homeless people very stressful.”
- “Some features of homeless services are likely to be associated with providers’ well-being.”
- “Useful training was associated with higher levels of work engagement and lower levels of burnout.”
- “Non useful supervision was positively associated with providers’ burnout.”
- “Capability-fostering approach was positively associated with providers’ well-being.”
- “Availability of training and supervision were positively associated with providers’ work engagement and negatively associated with burnout.”

Important Data Points:

- “Almost 20% of participants reported that there was no training available in their services.” (pg. 226)
- “About one quarter of them reported that the training provided by their service was not useful.” (pg. 226)

ARTICLE NAME: Race to Lead Revisited: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap Building the Capacity of Homeless Service Workforce

AUTHOR(S): Building Movement Project

DATE: 2020

Summary:

The Building Movement Project examines through research and analysis why nonprofit organizations have so few leaders of color. In 2019, a survey was sent to 5,000 employees in the nonprofit sector to examine their experiences around race and leadership in the workplace. They found that experiences differ among white people and people of color in these workplaces. “The data demonstrates that nonprofit organizations are defined by a pervasive and systemic white advantage, a term used in this report to describe the concrete ways that structure and power in nonprofit organizations reinforce the benefits of whiteness.” (pg. 2)

Key Takeaways:

- *White advantage* is persistent and prevalent in nonprofit organizations, which affects why there are so few leaders of color in the nonprofit sector.
- “The data revealed persistent—and in some cases growing—gaps between people of color and white respondents on the support they receive and challenges they face in their organizations.” (pg. 13)

ARTICLE NAME: PTSD Symptoms, Vicarious Traumatization, and Burnout in Front Line Workers in the Homeless Sector

AUTHOR(S): Jeanette Schiff, Annette Lane

DATE: January 2019

Summary:

“While most studies examine either burnout and vicarious traumatization or potential PTSD in people who work with those who are traumatized, they generally do not look at the possible co-existence of all three factors. They also do not explore if these factors indicate the extent to which burnout or vicarious traumatization may lead to PTSD symptoms or that the existence of PTSD symptoms may precipitate greater rates of burnout. In addition, there are no existing studies that provide a quantitative view of the characteristics of frontline workers in homeless services. In this study, we surveyed 472 individuals who work in frontline positions in homeless shelters in 23 different organizations. We found rates of burnout, vicarious traumatization and compassion satisfaction, comparable to workers in other social services organizations but found rates of PTSD symptoms to be at 33% of the total population. This higher incidence of PTSD symptoms suggests that workers under-report traumatic stress when it is described as vicarious traumatization, that they specifically attribute this to client contact, and that vicarious traumatization is traumatic stress specifically attributed to job-related events.”

Key Takeaways:

Homeless workforce demographics:

- “Over half of the respondents (51%) report no more than 2 years of post-secondary education, and of this cohort, 25% had a 2-year diploma. A further 35% has a BA or equivalent, although the areas of study spanned most of the fields found in a liberal arts institution and were not concentrated on professional social services or health care education. Only 13% report having a graduate degree.”
- “Twenty-five percent of participants report being employed in the homeless sector for less than 1 year...Many staff (43%) had been employed in the homeless sector for less than 2 years, and almost three-quarters (74%) for less than 5 years. More importantly, 79% of support counselors and 77% of shelter staff had been employed in the homeless sector for less than 5 years and of these, 44% of support counselors and 53% of shelter staff had been in the sector less than 2 years...Thus, this workforce is relatively untrained, and experiences rapid turnover.”
- “Participants represented a wide range of frontline roles, over half (53.9%) reporting primary roles as intake, support counselor or shelter/emergency residence staff, clinical roles including case managers (17%), and 8% reported administrative and facilities responsibilities. Many (38%) had multiple roles including administrative, direct services functions and “other” (teachers, nurses, child care workers and students).”
- “Most respondents (71%) have total earnings of less than \$50,000 annually.”

Burnout, vicarious traumatization, PTSD:

- “Importantly, 24% of all respondents had burnout and vicarious traumatization at levels sufficiently elevated (57) to indicate that they should step back from their present responsibilities. Another 20% had a seriously diminished sense of compassion satisfaction; that is, they no longer derive any innate positive feelings from helping others and may indeed be more negative than is therapeutically helpful to those in need.”

ARTICLE NAME: Working conditions, mental health and coping of staff in social work with refugees and homeless individuals: a scoping review

AUTHOR(S): Tanja Wirth et al.

DATE: Jan. 30, 2019

Summary:

This study aimed to reveal specific working conditions and potential strain of social workers serving refugees and people experiencing homelessness by systematically mapping the existing literature about job demands, personal and job resources, mental health, coping strategies and needs of staff in these areas of social work. The literature reviewed in this study spanned multiple countries and languages.

Key Takeaways:

Job Demands:

- Bureaucratic Environment: Staff perceived the welfare system as unfair and limiting their potential to help clients (e.g., poor financial resources); perceived contradictions between the system and client needs.
- Job Content: Heavy and increasing workloads and caseloads; exposure to clients' suffering and traumatic experiences—particularly stressful for HPS, sudden and unexpected client deaths (overdose, suicide, homicide, dead body).
- Social Relations: Struggling with unrealistic demands from clients and encountering violent and aggressive behaviors.

Coping Strategies:

- Maintenance of professional boundaries:
 - Being friendly with clients but not being their friends
 - Between work and personal lives

Literature/Data Gaps:

- Literature on the effectiveness of workplace health interventions is sparse.
- Regarding existing research: "On the basis of this scoping review, we would not recommend carrying out a systematic review, as research is still relatively sparse and mainly of low or moderate methodological quality. Instead, this indicates the need for future studies with sound qualitative and quantitative designs, but also, in particular, longitudinal studies in order to establish empirical evidence on these topics." (pg. 11)

ARTICLE NAME: The effects of COVID-19 on the mental health and job stress of frontline homelessness services workers in Texas (US)
AUTHOR(S): Amanda Aykanian
DATE: January 2022

Summary:

"As the COVID-19 pandemic persists in the U.S. and elsewhere, there is a growing need to understand the impacts of the pandemic on essential and frontline workers. Given the dearth of research on the experiences of homelessness services workers during the COVID-19 pandemic, this study aimed to understand the impact of COVID-related stressors in the workplace on the well-being of homelessness services workers in the state of Texas (U.S.). Using a cross-sectional survey design, the analysis focuses on examining the relationship between COVID-19 stressors and mental health symptoms and job stress indicators. Data were collected from a sample of 132 frontline homelessness services workers across the state during April, May and June of 2021. Primary outcomes of interest were measured with the Depression, Anxiety and Stress Scale (DASS-42) and the Professional Quality of Life Scale (ProQOL). Multiple linear regression models were specified to explore associations between the outcomes of interest and predictor variables (i.e., demographics, work experiences and COVID-19 stressors). Results showed that perceiving a decline in job satisfaction because of the COVID-19 pandemic was associated with higher stress ($B = ++0.18$), 95% CI [.13, 6.68], higher burnout ($B = 0.32$), 95% CI [2.54, 7.30] and lower compassion satisfaction ($B = 0.42$), 95% CI [-8.14, -3.69]. Additionally, being worried about contracting COVID-19 at work was associated with an increase in burnout ($B = 0.19$), 95% CI [.40, 4.79]. Also notable is that older age and Black/African American race were associated with lower stress, lower burnout and higher compassion satisfaction. Implications for supporting the homelessness sector through high-quality supervision, useful training, adequate benefits and routine check-ins are discussed."

Key Takeaways:

- "Results showed that perceiving a decline in job satisfaction because of the COVID-19 pandemic was associated with higher stress ($B = ++0.18$), 95% CI [.13, 6.68], higher burnout ($B = 0.32$), 95% CI [2.54, 7.30] and lower compassion satisfaction ($B = 0.42$), 95% CI [-8.14, -3.69]. Additionally, being worried about contracting COVID-19 at work was associated with an increase in burnout ($B = 0.19$), 95% CI [.40, 4.79]. Also notable is that older age and Black/African American race were associated with lower stress, lower burnout and higher compassion satisfaction."
- "More than a quarter of respondents reported a decline in job satisfaction because of working through the pandemic, and nearly one-third reported being worried about contracting COVID at work."

ARTICLE NAME: The Relative Effect of Supportive and Transformational Leadership on Emotional Exhaustion and Turnover Intention in Frontline Homeless Sector Workers

AUTHOR(S): Scott Wilson

DATE: 2022

Summary:

One area of strategic importance to the homeless-sector field is leadership. Bercier & Maynard (2015) have noted that there is a lack of research on interventions and supports for mental health and homeless sector workers (p.86). The need for the right supervisory and training structure to “strengthen workforce support networks and build capacity for responding to the mental wellness needs of self and others” has also been noted in a recent report on COVID-19, mental wellness, and the homelessness workforce (Mental Health Commission of Canada, 2021, p. 5) Vital to meeting the needs of individuals receiving homelessness services in a growing sector is investing in evidence-based support strategies for frontline staff (Levesque et al., 2021, p. 10). Comparing the two leadership models and assessing their relative effectiveness at mitigating emotional exhaustion and turnover intention could provide valuable insights for homeless-serving agencies. The results from this study could help managers in homeless-sector organizations decide what type of leadership best responds to the presence of emotional exhaustion and turnover intention in their frontline workers.”

“Transformational leadership is a developmental leadership construct that emphasizes follower development through charismatic and inspirational leadership (Avolio & Bass, 2004, pp. 17-18). Developmental leadership constructs emphasize behaviours such as the improvement of job-related skills, coaching and training opportunities; the goal is often for the leader to aid in the improvement of efficiency within their followers' current position, as well as preparing the followers for future advancement.” (Rafferty & Griffin, 2006, pp. 38-39)

“Supportive leadership is a relational leadership construct that emphasizes managerial support of followers, specifically emotional, informational, and instrumental support and intentional actions by managers to praise or esteem followers when appropriate (Rooney et al., 2009, p. 411). Supportive leadership is considered a relational-style leadership as it focuses on relationship building and developing a foundation of care and support.” (Lee et al., 2020, p. 4)

Key Takeaways:

- “The majority (80%) of participants who responded to the survey considered themselves full-time staff and indicated that they work at least 35 hours per week; only 3% of respondents were employed in permanent part-time positions.”
- Emotional exhaustion: “The average sum total of emotional exhaustion scores per participant was 25.5 out of a maximum possible score of 54, with a standard deviation of 12.6; higher scores indicate higher levels of emotional exhaustion. This score shows the presence of higher

levels of emotional exhaustion in the study sample when compared to benchmark mean scores from previous studies in similar frontline fields, including Social Services (Mean: 21.4), Medicine (Mean: 22.2) and Mental Health.” (Mean:16.9) (Maslach et al., 2018, p. 25)

- Turnover intention: “While the majority of respondents (62%) considered leaving their job once a month at most (and most of those only a few times a year), 54% indicated that they “dream about getting another job” that better suits their needs at least a few times a month, with 26% thinking about getting another job multiple times per week.”
- “Supportive leadership was negatively correlated with emotional exhaustion and turnover intention, with both relationships being significant at the 99% confidence level. When the correlation results of the leadership variables are compared, supportive leadership has a stronger negatively correlated relationship to emotional exhaustion. Supportive leadership also has a significant negative correlational association with turnover intention at the 99% confidence level, whereas transformational leadership does not have a significant correlational association with turnover intention.” This shows that supportive leadership styles may be preferable to preventing emotional exhaustion and preventing turnover.”
- “These findings further suggest that supervisors prioritizing behaviours, such as esteem support and enabling job support, could mitigate some of the challenges of homeless sector work through supportive leadership approaches.”
- “Although the data did not indicate there is a relationship between employment status and turnover intention, the data did indicate that there is an association between employment status and emotional exhaustion. This may suggest that job insecurity contributes to emotional exhaustion in the homeless sector workforce.”

ARTICLE NAME: **Mental Health and Wellness of Service Providers Working with People Experiencing Homelessness in Canada: A National Survey from the Second Wave of the COVID-19 Pandemic**

AUTHOR(S): **Kerman et al.**

DATE: **May 2021**

Summary:

“This study examined the scope of common mental health problems and perceived impacts of the COVID-19 pandemic among direct service providers working with people experiencing homelessness in Canada. The common mental health problems and negative impacts of the pandemic among service providers working with people experiencing homelessness highlight a highly vulnerable workforce that could benefit from improved access to supports. Given the similarities between our findings and other studies examining essential workforces, it is recommended that initiatives that provide accessible mental health care to the health-care workforce during the pandemic be expanded to include homeless and social service providers.”

Key Takeaways:

- “Most direct service providers (79.5%) working with people experiencing homelessness reported a decline in their mental health during the pandemic. There were high rates of

common mental health problems within the sample that are largely consistent with those found among health-care workers during the pandemic. Occupational service settings were not associated with the severity of mental health problems, indicating pervasive issues across the workforce, though providers who were younger and spent more time in direct service roles were at greater risk.”

Important Data Points:

- “Most direct service providers (79.5%) working with people experiencing homelessness reported a decline in their mental health during the pandemic.”

ARTICLE NAME: Workplace trauma and chronic stressor exposure among direct service providers working with people experiencing homelessness
AUTHOR(S): Kerman et al.
DATE: May 2021

Summary:

“This study examined exposure to and effects of workplace traumas and stressors among service providers working with people experiencing homelessness in Canada. A cross-sectional survey was completed by 701 direct service providers working in the homeless service, supportive housing, and harm reduction sectors. Descriptive statistics, hierarchical multiple regression, and double moderation models were used in the analysis.”

Key Takeaways:

- “Employment in homeless service settings, service provision to single adults, and more time in direct contact with service users were each positively associated with the frequency of exposure to critical events and chronic stressors. Younger age, lived experience of behavioural health problems, more frequent exposure to chronic stressors, and less social support from coworkers were significantly correlated with post-traumatic stress and general psychological distress. Emotional support from supervision moderated the relationship between direct exposure to workplace critical events and post-traumatic stress.”

ARTICLE NAME: Social Workers: Summary
AUTHOR(S): Bureau of Labor Statistics
DATE: September 2022

Summary:

This BLS web page shows a summary profile of social workers as a profession, including median pay, typical entry-level education, number of jobs, expected growth of jobs over the next 10 years, and similar occupations.

Key Takeaways:

- Nationally, the median pay for social workers is \$50,390, or \$24.23 per hour wage.
- As of 2021, there were 708,100 social worker jobs in the US.
- “Overall employment of social workers is projected to grow 9 percent from 2021 to 2031, faster than the average for all occupations. About 74,700 openings for social workers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.”
- “Social workers typically need a bachelor’s or master’s degree in social work from a program accredited by the Council on Social Work Education. They also may need a license; specific requirements vary by state. Clinical social workers need a master’s degree, supervised clinical experience, and a license from the state in which they practice.”

ARTICLE NAME: 2022 Behavioral Health Workforce Assessment: A Report of the Behavioral Health Workforce Advisory Committee
AUTHOR(S): Washington Workforce Training and Education Coordinating Board
DATE: 2022

Summary:

“The Workforce Training and Education Coordinating Board (Workforce Board) has led efforts to address recruitment and retention of the behavioral health workforce since 2016. The Behavioral Health Workforce Advisory Committee (BHWAC), a group of stakeholders convened by the Workforce Board in 2016 and formalized by the Legislature in 2021, includes health facility leaders, behavioral health providers, educators, organized labor, not-for-profit organizations, state, tribal, and local government agencies, and many more. The Workforce Board has produced this report, as charged in the 2021 state budget, to assess the progress of recommendations from the Workforce Board’s previous assessments and update actionable policy recommendations. The Workforce Board contracted with Halcyon Northwest, LLC to assist with collecting feedback from stakeholders, analyzing data, and supporting the development of the final report.”

Key Takeaways:

- **Short-term Strategies:** Increase funds appropriated to support Washington Health Corps' Behavioral Health Program, increase program flexibility, and evaluate program outcomes.
 - **Recommendation 1:** As a short-term strategy, the Legislature should appropriate additional funds to support behavioral health loan repayment awards to address immediate retention challenges within a variety of behavioral health settings.
 - **Recommendation 2:** Washington Student Achievement Council (WSAC) should work with its planning committee, participating sites, potential applicants, and awarded providers to ensure a clear understanding that behavioral health loan repayment participants' hours worked in community settings, such as crisis response services, homeless shelters, supportive housing, street outreach, and families' homes, may count towards the required service obligation hours.
 - **Recommendation 3:** As part of supporting the investments made in loan repayment programs in Washington, the Legislature should appropriate funds to support the administration of the Washington Health Corps and require an evaluation of program outcomes.
- **Middle and Long-term Strategies:** Expand awareness of and assistance with the federal Public Service Loan Forgiveness program to increase participation by behavioral health workers working at eligible employers. Monitor the outcomes of the philanthropically funded conditional grant program and consider public investment in conditional grants for behavioral health.
 - **Recommendation 4:** As a middle- and long-term strategy, policymakers should require eligible behavioral health employers to provide Public Service Loan Forgiveness educational materials and information about the Office of the Student Loan Advocate at WSAC when hiring a new employee, annually and at the time of separation. Within already appropriated resources, the Office of the Student Loan Advocate should conduct outreach to eligible behavioral health employers and assess if additional staff members are warranted to serve demand.
 - **Recommendation 5:** As a middle- and long-term strategy, if the philanthropically funded conditional grant program demonstrates successful outcomes in training and retaining a diverse master's-level workforce for community behavioral health settings, the Legislature should provide funding to continue the program beginning in the 2025-26 biennial budget.
 - **Recommendation 6:** Provide continuation funding for planning and development of CCHBCs. Build on foundational work from FY2022 to develop a sustainable, prospective payment system for comprehensive community behavioral health services by refining the CCBHC model, pursuing federal demonstration state status, conducting related actuarial analysis, obtaining continued technical assistance from the National Council for Mental Well-being, and proposing a pathway for statewide implementation of CCBHCs.

ARTICLE NAME: "We actually came to a point where we had no staff": Perspectives of Senior Leadership in Canadian Homeless Service Providers During COVID-19

AUTHOR(S): Campbell et al.

DATE: May 31, 2022

Summary:

This article aimed to gain insights, through the perspectives of senior leadership, into the well-being of frontline staff (HSPs) and organizational challenges experienced during COVID-19. Interviews were used to gather the perspectives of senior leadership representing 29 different organizations in Canada (42 total interviews). The results of this article indicate that organizational and individual (staff) challenges were experienced due to service delivery changes required to align with COVID-19 regulations and public health/safety guidelines; nevertheless, organizational (and individual) opportunities to build on positive outcomes as a result of this experience are also highlighted.

Key Takeaways:

Service delivery challenges:

- The social implication of service adaptations (e.g., difficulty in establishing rapport with clients in a virtual setting; restrictions on the flexible "drop-in" nature of services)
- As service demand increased during the pandemic, reduced service capacity (capacity restrictions, social distancing requirements) introduced ethical and moral challenges for organizational leaders.
- Reliance on Technology: availability of equipment for staff/clients was a barrier; consistent access to technology (clients' end) is unrealistic; proficiency with technology (staff and clients)—associated learning curve.
- Staff shortages: especially at the onset of the pandemic (when knowledge about it was scarce; taking precautions); due to lack of childcare, staff had to watch over their children (no school or daycare); difficult to recruit and train new staff under these pandemic conditions.

Individual Challenges:

- Prolonged levels of high stress among staff led to a negative change in staff morale.
- "[i]ncreased occupational risk, combined with increased stress at home, and decreased opportunity for staff to engage in healthy coping behaviors places staff at greater risk for psychological injury."
- The influence of trauma has been exacerbated by the pandemic for various reasons. Trauma permeates all aspects of work in the homeless sector—ignoring this aspect introduces significant risk to staff and clients.

Organizational Opportunities:

- Increased Cohesion: "The universal experience of the pandemic created an opportunity for staff and managers (who often work distally from one another) to bond on a more personal level."

- Shifts to Digital Systems/Virtual Programming: shift from paper-based systems to electronic systems, improving access for remote communities. However, need to be extra mindful of PEH's reliable access to technology.

Individual Opportunities:

- Morale: unwavering dedication to providing essential services; staff resiliency
- Staff Recognition: This is important to foster a sense of pride among staff and a sense of gratitude within the community.

ARTICLE NAME: A Qualitative Exploration of Frontline Homeless Service Worker Experiences during the COVID-19 Pandemic

AUTHOR(S): Amanda Aykanian

DATE: December 2022

Summary:

“This qualitative study sought to describe how the pandemic has impacted the day-to-day service provision experiences of homeless service workers to gain insight into how the sector might prepare itself for the next COVID-19 wave, next pandemic, or other crisis. Drawing on interviews conducted with 21 frontline workers across Texas in the fall of 2021, findings highlight the challenges of shifting to remote work and virtual service provision, reduced client engagement and rapport building, creating and enforcing health policies, and persistent service system disruptions. Recommendations include investing time and resources into creating more nimble work systems, moving away from paper-based processes, and making telehealth strategies a permanent part of homeless service provision.”

Important Data Points:

- “Findings centered on the impacts of remote work, distanced service provision, social distancing and mask-wearing, enforcing health safety policies, and slowed system processes and communication.”
- “[C]hallenges of working from home, the added burden of enforcing health safety policies, experiencing less coworker engagement and support, and the implications of persisting service system disruptions.”
- “The findings presented here illustrate how system- and organization-level changes produce worker-level impacts—often in the form of added work responsibilities. For example, as agencies implemented new health policies to keep staff and clients safe, the behavior management required to ensure clients complied was often the responsibility of frontline workers.”
- “Similarly, as the need to ensure service users were aware of public health information grew, the role of information dissemination became part of service provision activities, such as case management or outreach.” (Nichols & May, 2021; Carver et al., 2022)

ARTICLE NAME: Prevalence of Adverse Childhood Experiences Among Frontline Homeless Services Workers in Texas

AUTHOR(S): Amanda Aykanian, Ricka Olga Mammah

DATE: 2022

Summary:

“A personal history of trauma can be a risk factor for job-based secondary traumatic stress and burnout. Experts have pointed to the need to understand the prevalence of adverse childhood experiences (ACEs) among people on the frontlines of health and human services to ensure adequate supports. A small body of literature has examined the prevalence of ACEs among direct service providers, including child welfare workers and social workers. This study adds to that research by assessing the prevalence of ACEs in a sample of frontline homeless service workers. Findings suggest an ACE prevalence higher than the general population but similar to that found in other studies of direct service professionals. Implications for organizational support and trauma-informed supervision are discussed.”

Important Data Points:

- “ACEs were relatively common, with 80.88% of participants reporting at least one ACE, 62.50% reporting two or more, and 38.24% reporting four or more.”
- “The two most common ACE categories in this study were the divorce or separation of one’s primary caregivers (52.21%) and mental illness within the home (40.44%).”
- “Analyses used to examine the relationship between ACEs and demographic characteristics revealed that total ACE score did not differ based on age, gender, race, ethnicity, type of position, or years in homelessness services.”
- “While the overall prevalence rate of ACEs in the current study is comparable to other studies of direct service providers, the rate of compound adversity is higher than that found in some samples.”
- Implications for practice:
 - Trauma-informed Supervision: “One way to strengthen supervision to prevent burnout is through trauma-informed supervision. Trauma-informed supervision emerged from the recognition of the effects of indirect trauma on the well-being of providers working with trauma survivors, and it is considered an essential component of a trauma-informed organization. Like trauma-informed practice, trauma-informed supervision requires a safe working environment, an organizational climate of trust and respect, and an environment that supports collaboration, choice, and empowerment (Knight, 2018).”
 - Trainings: “Trainings could target specific practice skills needed for the work to help providers feel more competent in their role and in their ability to support clients with complex trauma histories. Trainings could address trauma-informed care, topics specific to homeless populations (e.g., chronic homelessness, health risks), or specific skills or practice models, such as motivational interviewing or crisis management (Olivet et al., 2010). In addition, trainings could focus on strategies for identifying and managing personal responses to the work.”

ARTICLE NAME: A Mixed Methods Analysis of Case Manager Stress at A Homelessness Services Center
AUTHOR(S): Twis et al.
DATE: Nov. 7, 2021

Summary:

This article analyzes the results of interviews, surveys, and workplace environment data from 16 case managers in one homeless services organization. “The results of this study suggest that case managers in homelessness HSOs often experience a stressful workplace environment due to workplace cultural norms, inefficient processes, and high expectations placed upon them by both clients and administrators. The stressful workplace environment can interact with client trauma to produce secondary traumatic stress in direct service providers, which then influences client-case manager rapport development.” (pg. 2)

“This study extends previous research by investigating potential associations between work-related stress, secondary traumatic stress (STS), and the workplace environment among case managers, as well as the associations between the workplace environment and care provision.” (pg. 5)

Key Takeaways:

- The authors recommend that organizations focus on the homeless service organization’s philosophy, case management policies and training and supervision to decrease the stress placed upon homelessness case managers.

Important Data Points:

Figure 1: Workplace Environment, Secondary Traumatic Stress & Client Services
Workplace Environment

- Workplace Culture
- Inefficient Processes
- Unreasonable expectation

Leads to

Secondary Traumatic Stress

(Some caused by Client Traumatic Experiences)

Leads to

Influences on Client Rapport

ARTICLE NAME: An exploratory study on the factors affecting the mental health and well-being of frontline workers in homeless services

AUTHOR(S): Aliénor Lemieux-Cumberlege, Emily P. Taylor

DATE: February 2019

Summary:

These authors administered a survey to 122 homeless service providers in Scotland and the UK. The survey asked questions about demographics, compassion satisfaction, burnout, secondary traumatic stress (STS), depression, anxiety and stress. While there were signs of psychological distress, they were not correlated with any personal or workplace variables in this study. The authors suggest that more research should be done to understand what types of supervision would best help homeless service providers with high stress and depression symptoms.

Key Takeaways:

- “The results of this study showed no significant associations between the hypothesized predictor variables of professional experience, education level, CPD, access to organisational support and symptoms of psychological distress (depression, anxiety, stress, STS, burnout, compassion satisfaction).” (e373)

Important Data Points:

- Data included information on trainings HSP workers had ever received, had received in the last 12 months, or had never received. The chart looks at substance use and harm training, trauma and domestic violence, suicide and self-harm, general mental health, and crisis intervention and de-escalation.
-

ARTICLE NAME: Working in the Trenches: Compassion Fatigue and Job Satisfaction among Workers Who Serve Homeless Clients

AUTHOR(S): Alena M. Howell

DATE: May 2012

Summary:

This research paper investigates whether there is a relationship between compassion fatigue and job satisfaction in the homeless service provider sector. Shedding light on this topic is "vital to understanding the interaction and delivery of services in the worker-client relationship, the quality and effectiveness of services provided, and the overall health of social service workers." Analysis of survey data (small sample size) indicates that a weak correlation exists between job satisfaction and

compassion fatigue. However, "the very small sample size limits the statistical significance of the data gathered. Although some correlations appear to exist, they cannot claim statistical significance and therefore are of no relevance for larger application."

Key Takeaways:

- "Burnout can be thought of as externally directed, focusing on what is troublesome in the outward environment of the worker, while compassion fatigue is internally directed, with implications for the worker's internal compass, core beliefs about themselves and the world, and their ability to make meaning of their experiences."
- "In the experience of counter transference, the worker's own unresolved trauma or family of origin issues are what cause the material presented by the client to be distressing...counter transference begins in the worker's own material, whereas compassion fatigue begins in the client's material."

ARTICLE NAME: Practice with people experiencing homelessness: an analysis of secondary traumatic stress in the workplace

AUTHOR(S): James Petrovich, Mary K. Twis, Spencer Evans

DATE: April 2020

Summary:

These authors surveyed 122 direct service providers in North Texas and subsequently developed a focus group with 21 of them. The focus group participants expressed that large caseloads, clients in crisis, frustrated clients, red tape systems, system barriers, discrepancies in policies and procedures and isolation are all workplace stressors. They express that administrators/not frontline workers should be made aware of these stressors.

Key Takeaways:

- Based on the responses to the survey and the focus group. The authors suggest possible ways to lower direct service provider stress:
 - Implications for administrative practice
 - Employee education on self-care
 - Mental health coverage
 - Reduced and diversified caseloads
 - Reduce bureaucratic red tape
 - System optimization
 - Supervision and peer support
 - Limitations
- "Nearly all participants reported experiencing at least one symptom of secondary traumatic stress in the seven days prior to completing the survey." (pg. 120)

Extant Literature Review - Coding for Gap Analysis

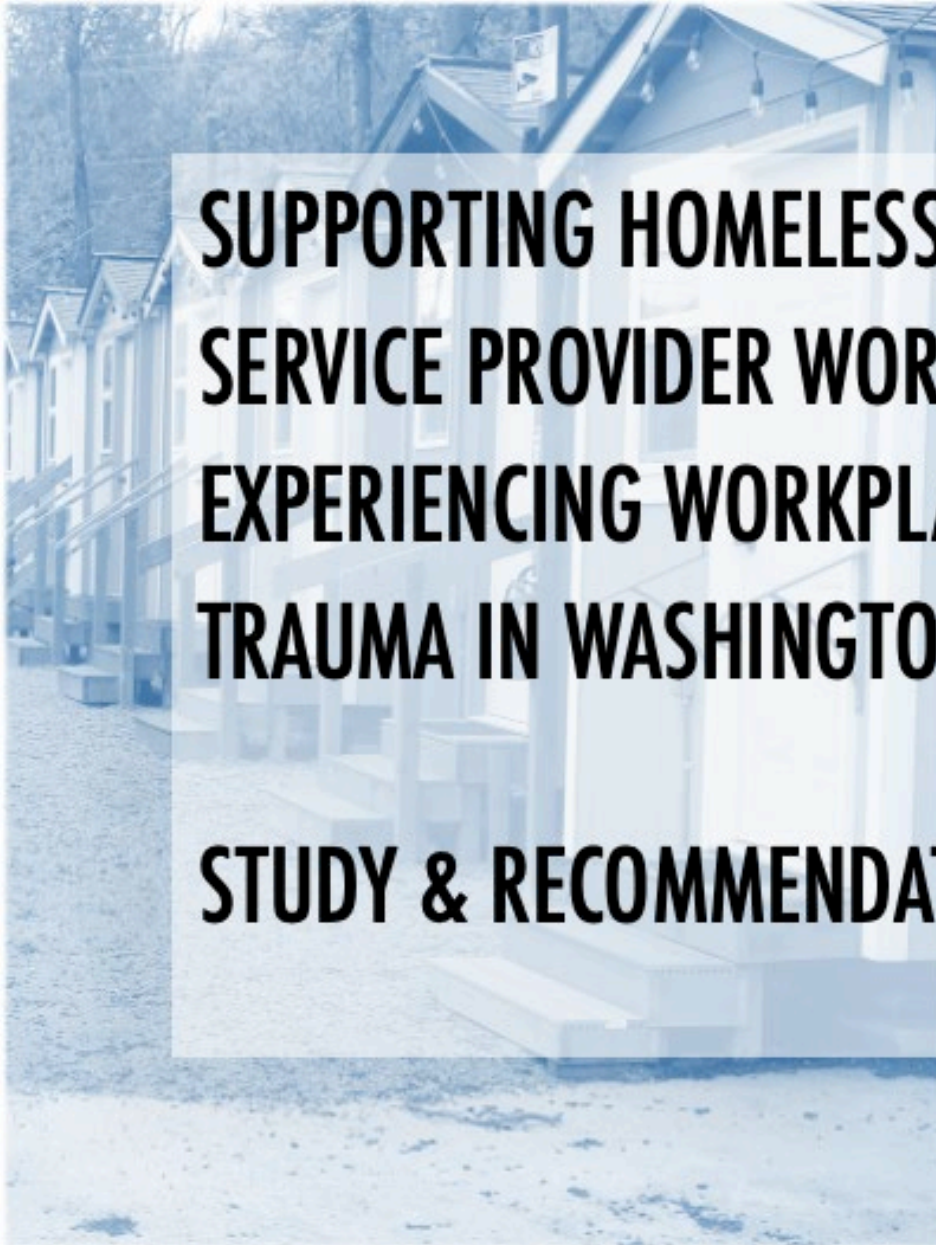
Source	Regionality	Source Type	Demographic/Population	Study Type	N size
(2022 Behavioral Health Workforce Assessment: A Report of the Behavioral Health Workforce Advisory Committee, 2022)	N/A	Government	Behavioral Workforce	N/A	N/A
(Altungy et al., 2022)	Europe (Spain)	Academic	Social care professionals who worked in an emergency social service for homeless people during the COVID-19 pandemic	Quantitative via survey	44
(Aykanian & Mammah, 2022)	United States (Texas)	Academic	Frontline homelessness services workers	Quantitative via survey	136
(Aykanian, 2022a)	United States (Texas)	Academic	Frontline homelessness services workers during COVID-19	Quantitative via survey	132
(Aykanian, 2022b)	United States (Texas)	Academic	Frontline homelessness services workers during COVID-19	Qualitative via interviews	21
(Barnett, 2023)	United States (Seattle and King County, Washington)	Collaboration between academia, government, and non-profit sector	Human services sector	Research/Data analysis with interviews	22
(Boston Consulting Group & Challenge Seattle, 2023)	United States (Washington state)	Nonprofit & private	Housing crisis and affordability	N/A	N/A
(Campbell et al., 2022)	North America (Canada)	Academic	Individuals employed in senior leadership positions within 29 different Canadian HSPs during COVID-19	Qualitative via interviews	42

Source	Regionality	Source Type	Demographic/Population	Study Type	N size
(Colburn & Aldern, 2022)	United States	Academic?	Overall homelessness analysis	N/A	N/A
(ESDWAGOV - Occupations (OEWS), n.d.)	United States (Washington state)	Government	Employment data for all positions and industries tracked by WA State Employment Security Dept	N/A	N/A
(Glasmeier, 2023)	United States	Academic	Living Wage model	Multiple data sources	N/A
(Greenstone, 2021)	United States (Seattle, Washington)	News	Homeless service providers	Interview	4
(Groover, 2023)	United States (King County, Washington)	News	Housing crisis	Interview	2
(Hoge et al., 2009)	United States (Annapolis, Maryland)	Academic	Workforce development action plan for behavioral health	N/A	5000
(Howell, 2012)	United States (Saint Paul, Minnesota)	Academic	Employees of a local, targeted agency that serves homeless clientele	Quantitative via survey	26
(Jones, 2022)	North America (Canada - seven cities across five provinces)	Academic	Psychological impact of COVID-19 on frontline workers within the homelessness sector	Mixed methods	574
(Kerman et al., 2022a)	North America (Canada)	Academic	Service providers working with people experiencing homelessness	Cross-sectional study via survey	701
(Klop et al., 2018)	Europe (Netherlands)	Academic	Spiritual caregivers, street pastors, other homeless outreach workers and formerly homeless people	Qualitative via interviews	28

Source	Regionality	Source Type	Demographic/Population	Study Type	N size
(KPMG & United Way of Los Angeles County, 2022)	United States (Los Angeles County, California)	Nonprofit & private	Homelessness service provider organizations	Data collection, employee surveys, focus groups, interviews	52
(Kunreuther & Thomas-Breitfeld, 2020)	United States (Albuquerque, NM; Austin, TX; Boston, MA; Detroit, MI; Memphis, TN; and Milwaukee, WI)	Academic	Nonprofit organizations	Online survey	5261
(Lenzi et al., 2021)	Europe (France, Ireland, Italy, the Netherlands, Poland, Portugal, Spain and Sweden)	Academic	Social service providers (aka homelessness service providers)	Online survey	497
(Mullen & Leginski, 2010)	United States	Academic	Workforce development for homelessness service providers	N/A	N/A
(National Council of Nonprofits, 2021)	United States	Nonprofit	Nonprofit workforce development	N/A	N/A
(Nonprofit HR with assistance from the Improve Group Date: 2015, 2015)	North America (Canada and United States)	Nonprofit	Nonprofit organizations	Unspecified survey	362
(Petrovich et al., 2021)	United States (North Texas)	Academic	Direct service providers and program managers who work with people experiencing homelessness	Mixed methods	122
(Qian & Hauser, 2022)	United States (Chicago, Illinois)	Academic	Homelessness service providers	Qualitative via interviews	17

Source	Regionality	Source Type	Demographic/Population	Study Type	N size
(Rao et al., 2021)	United States (Georgia, Maryland, Massachusetts, Utah, Washington)	Academic	Homeless shelter workers	Quantitative via survey	106
(Rice et al., 2020)	United States	Nonprofit	Local homeless assistance coordinating agencies, or Continuums of Care (CoCs)	Mixed methods	168
(Rios, n.d.)	United States (Los Angeles County, California)	Academic	Frontline homeless service workers	Qualitative via interviews	21
(S&P/Case-Shiller WA-Seattle Home Price Index, n.d.)	United States (Seattle, Washington)	Academic/Research	Housing market	N/A	N/A
(San Diego Homeless Outreach Worker (HOW) Best Practices, 2018)	United States (San Diego, California)	Unknown	Homeless outreach workers	N/A	N/A
(Schiff & Lane, 2019)	North America (Canada - two cities)	Academic	Frontline homeless service workers	Quantitative via survey	472
(Social Workers: Occupational Outlook Handbook: U.S. Bureau of Labor Statistics, 2022)	United States	Government	Social Workers	N/A	N/A
(Twis et al., 2021)	United States (Large metropolitan area in south central region)	Academic	Case managers in one homelessness service organization	Mixed methods	16
(Washington State Department of Social and Health Services, 2023)	United States (Washington state)	Government	Statewide median income data	N/A	N/A
(Wilson, 2022)	North America (Canada - British Columbia)	Academic	Frontline homelessness service workers	Quantitative via survey	82

Source	Regionality	Source Type	Demographic/Population	Study Type	N size
(Wirth et al., 2019)	By language: English, German, French, Spanish, Italian, Portuguese and Turkish	Academic	Job demands, resources, mental health problems, coping strategies and needs of staff in social work with refugees and homeless individuals	Scoping Review	25



**SUPPORTING HOMELESS
SERVICE PROVIDER WORKERS
EXPERIENCING WORKPLACE
TRAUMA IN WASHINGTON STATE:
STUDY & RECOMMENDATIONS**

Prepared for Washington State
Department of Commerce by:

BDS Planning & Urban Design
D-Fine Concepts, LLC



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Acknowledgements

Requesting Agency

- Rep. Nicole Macri, Washington State House of Representatives
- Kathy Kinard, Washington State Department of Commerce

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Executive Summary

Homeless service provider (HSP) organizations, including those offering homeless shelters, homeless outreach, and permanent supportive housing, contract with local governments and Washington state to provide services.

Frontline workers at HSP organizations (HSP workers), who assist highly vulnerable populations in homeless outreach, shelter, and permanent supportive housing programs, acutely experience workplace trauma. The Washington State Legislature is interested in understanding the ongoing challenges HSP workers face and identifying interventions that will support their wellbeing and help to stabilize this critical workforce.

The Washington State Department of Commerce (Commerce) contracted with BDS Planning & Urban Design and D-Fine Strategies, LLC, as well as the Washington Low Income Housing Alliance, to lead a workplace trauma study and develop recommendations; Pyramid Communication for production support (Study Team). The Study Team recruited an advisory committee of frontline workers and other stakeholders to help steward the engagement with homeless service providers, collect data, and review and shape recommendations. With their assistance, the Study Team conducted surveys and focus groups to understand the impact of trauma on the HSP workforce and learn their ideas for creating healthier workplace environments.

HSP workers shared that feelings of isolation, overwhelming workloads, impacts of systemic failures, racism and discrimination have contributed to poor client outcomes and their own experiences of secondary trauma. In addition, HSP workers reported a lack of housing and financial resources to support their clients while also feeling underpaid and without adequate benefits to address their own economic needs and mental health. Workers reported a lack of stable funding for organizations across the sector, which can add to workplace stress about inadequate resources for clients as well as their own job security. The COVID-19 pandemic exacerbated this trauma. HSP workers experienced intensified stress to meet increased demand for services, often within organizations without adequate funding and resources and in an environment where they faced a high risk of infection.

Based on the findings of this study, we recommend that homeless service agency leadership, Commerce, and the Washington State Legislature work together to revisit staffing structures and pay, develop more professional development opportunities, offer specialized mental health support, improve training and supervision, and address systemic failures.

The HSP workforce is deeply caring and committed despite the many challenges they face on the frontline. Given that too large a proportion of this sector's workers are only one paycheck away from needing housing services themselves, it is time to prioritize the people who stand witness to suffering every day and work in service to care for the most vulnerable people in our communities.

Legislative Mandate

The underlying legislation that called for the writing of this report is Section 129 (67) of [Chapter 223, Laws of 2021](#) (ESSB 5092 Sec 129 (67), the 2021-23 operating budget), which required the Washington State Department of Commerce to:

Identify and develop effective interventions and responses to primary and secondary workplace trauma experienced by direct service staff who work in homeless shelters, homeless outreach, and permanent supportive housing. The department must collect data through methods such as surveys, interviews, and small group conversations, and engage interested parties, including but not limited to direct service staff. The department may contract with a third party to complete the work required in this subsection. By June 1, 2023, the department shall submit a report identifying interventions and providing recommendations to the appropriate committees of the legislature.

Introduction and Context

Homeless service provider (HSP) organizations, including those offering homeless shelters, homeless outreach, and permanent supportive housing, contract with local governments and Washington state to provide services. Frontline workers at HSP organizations (HSP workers), who assist highly vulnerable populations in homeless outreach, shelter, and permanent supportive housing programs, acutely experience workplace trauma. The Washington State Legislature is interested in understanding the ongoing challenges HSP workers face and identifying interventions that will support their wellbeing and help to stabilize this critical workforce.

The researchers of this study aimed to uncover the common sources and aggravating factors that contribute to trauma, burnout, and turnover in HSP workplaces, and to identify potential recommendations for improving workplace conditions and relieving trauma experienced by HSP workers. Commerce is seeking to further understand the state’s HSP workforce and learn of interventions and recommendations that will support the ability of HSP workers to manage and address workplace stress and trauma.

HSP workers report working conditions that can be overwhelming, traumatic and lack adequate support for day-to-day strains on mental and emotional health that result from serving a population in crisis. HSP workers with the lived experience of homelessness are uniquely qualified for this work and are particularly vulnerable to workplace trauma. Furthermore, burnout and high rates of turnover among the HSP workforce is common.

Surveys and focus groups explored the experiences of the people providing services to those experiencing homelessness and gained insight as to which encounters, in addition to direct client contact, are stressful, emotionally draining and create a traumatizing environment.

The lived experience of frontline HSP workers shaped the research and associated recommendations of this study. These workers are experts in their own working conditions; this study was community-led and community-informed. Because these workers do not necessarily have policy, legislative and/or rule-making experience, their recommendations are meant to inform further discourse among policy experts, policy makers, state agencies and other stakeholders who could support their development and eventual implementation.

Defining Trauma

In the context of this study, trauma at its broadest level is defined as the psychosocial and emotional internalizations of stressful and adverse experiences of HSP workers while performing their job-related duties.

More specifically, secondary trauma is the accruing effect of being exposed to someone else's trauma. In the field of human service delivery, HSP workers engage daily with people who are typically in varied states of crisis and have previously or are currently experiencing trauma. HSP workers also reported experiencing vicarious trauma, which is a form of secondary trauma. The American Counseling Association defines vicarious trauma as the emotional "residue" of hearing clients' traumatic stories and becoming witness to the pain, fear, suffering and terror that trauma survivors have endured or are enduring.

The HSP Workforce

HSP workers are defined as frontline workers who assist highly vulnerable populations in homeless outreach, shelter, and permanent supportive housing programs. The study confirmed that HSP workers are deeply committed to their profession, regularly go above and beyond their duties and have a deep understanding of those they serve.

The study showed that the HSP workforce includes many people with the lived experience of homelessness or past behavioral health challenges. This allows workers to uniquely understand the needs, barriers, and challenges of their clientele, which is a benefit for agencies and organizations, as well as program and service participants. Workers with these past experiences are also more vulnerable to secondary trauma and to having past primary traumas retriggered. As such, considering these overlapping realities, it is especially important that HSP workers have support to process and heal from these experiences.

This Moment in Time

Working in the homeless service sector is, by nature, challenging and has historically been underfunded and understaffed. The timeframe of this study added a new twist: the impact of the COVID-19 pandemic (often referred to as simply "COVID-19" or "COVID" throughout this study).

At the onset of the pandemic, the social service landscape changed, requiring a heavier lift from HSP organizations as many shelters, state benefits offices and other necessary services shut down or dramatically reduced capacity. Many providers mobilized staff and resources in attempts to mitigate risks to the homeless population through strategies that included adding shelter beds and distributing personal protective equipment to people experiencing homelessness. The urgency and magnitude of the crisis and the risk to HSP workers in caring for this vulnerable population exponentially increased the stress and traumatic conditions inherent in the job.

Study Design

This study is community-led and community-informed. Throughout the process, a representative advisory committee was actively engaged to inform the study’s process, marketing strategy, questions, and recommendations. HSP workers also helped shape and craft the recommendations. All content is meant to represent the voices and interests of the HSP worker community.

The Advisory Committee

The Homeless Service Provider Trauma Advisory Committee (Advisory Committee) was established in March 2022 with 11 members representing agencies, nonprofit organizations, and municipalities across Washington state with varying levels of lived experience and professional experience and a mix of frontline HSP workers and managers. Members of the Advisory Committee were recruited through outreach conducted by the Study Team across the state and from local homeless service organizations and coalitions. Recruitment was also done online via LinkedIn and through social media. The Study Team was careful to consider representatives from rural and urban counties and communities as well as from different sized organizations.

The Advisory Committee was engaged 11 times over the course of the project (three initial meetings in March 2022, and monthly thereafter through December 2022, except for the month of August). Its role was to inform the study’s process, research questionnaires and recommendations.

Members of the Advisory Committee were compensated \$150 per meeting. This follows emerging Washington state and Commerce best practices to compensate members of the community for their time and expertise. Advisory Committee members represented a diverse set of backgrounds within the field, with members who had experience as frontline workers, coalition members, policy advocates, and state agency workers.

Research Tools

The study consisted of two core research tools:

1. An online survey of HSP workers across Washington state.¹

The survey received 1,501 responses. See [Appendix A](#) for a detail of the full survey.

- 80% of survey participants provide direct services to people experiencing homelessness
- 76% identified as White (approximately representative)
- 11% identified as African American or Black (overrepresented)
- 5% identified as American Indian or Alaska Native (overrepresented)
- 70% identified as women (overrepresented)
- 25% identified as LGBTQ2S+ (overrepresented)

- 47% represent Pierce, King, and Snohomish counties (Puget Sound region). The remainder were from the following areas of Washington state:
 - 14% from Northeast region: Ferry, Stevens, Pend Oreille, Lincoln, Spokane counties
 - 12% Southwest region: Cowlitz, Wahkiakum, Clark, Skamania, Thurston, Lewis
 - 8% Peninsula/Coastal region: Clallam, Jefferson, Kitsap, Mason, Grays Harbor, Pacific
 - 6% North Central region: Okanogan, Chelan, Douglas, Grant
 - 4.9% South Central region: Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla
 - 1.3% from Southeast region: Garfield, Asotin, Columbia, Whitman, Adams

2. Four focus groups

To supplement the survey results and to hear more nuanced opinions of the impact of workplace stress and trauma, the Study Team convened four focus groups over Zoom. This approach elicited more specific feedback from workers who might experience disparate impacts and therefore require more targeted solutions. See [Appendix B](#) for focus group detail.

The Study Team conducted a focus group with HSP administrators to better understand how organizations were equipped to address some of the emerging challenges and what other factors should be considered. Each focus group was asked about their experience with trauma and stress in the workplace.

Focus groups ranged in size from eight to 20 participants. Groups met once, virtually. Participants were recruited through multiple avenues including working with our Advisory Committee members as trusted advocates, and through partner organizations. Focus group participants were compensated \$150 for their participation.

The four focus groups included:

- HSP workers (those working directly with clients).

- BIPOC (Black, Indigenous and people of color) and LGBTQ2S+ (Lesbian, gay, bisexual, transgender, queer, or questioning, Two Spirit, intersex, asexual, and more) HSP workers.
- HSP workers with lived experience of homelessness.
- HSP administrators (not frontline workers).

Recommendations Development

Recommendations emerged from two core sources and were then synthesized and further refined.

- The focus groups where participants shared their experiences and contributed recommended solutions to the challenges they identified as part of their job.
- The Advisory Committee, which reviewed emerging themes from the research, survey results and focus groups. Using these data sources, the Advisory Committee refined recommendations and identified areas for further study.

Key Findings

The survey and focus group results reinforced one another, with focus groups often revealing additional details and nuances about the survey results. The core themes and findings from each are summarized together below. Each of these would benefit from further research to expand these findings. See [Appendices A](#) and [B](#) for survey and focus group details, respectively.

HSP workers feel overwhelmed — by the amount of work, the incredible barriers to helping their clients, and an unending amount of need.

- About half of all HSP workers surveyed responded that they frequently or very frequently feel overwhelmed in their position and its demands.
- In focus groups, HSP workers shared the overwhelming challenges of their jobs more specifically: a lack of sector funding, a lack of housing, the emotional challenge of “fighting the same battle every day,” an overwhelming case load, difficulty getting staff, and a lack of support, professional development, and pay.

Survey Q16: How often do you experience the following in the regular course of your work?

	VERY FREQUENTLY	FREQUENTLY	OCCASIONALLY	RARELY/NEVER	UNSURE	TOTAL
Vicarious trauma as a result of your work with clients	10.17% 150	20.75% 306	37.69% 556	29.29% 432	2.10% 31	1,475
Feelings of hopelessness related to client outcomes	11.92% 176	23.37% 345	40.04% 591	23.85% 352	0.81% 12	1,476
Feeling overwhelmed in your position and its demands	19.78% 293	26.87% 398	34.10% 505	18.43% 273	0.81% 12	1,481
Worry over financial security and/or compensation	25.39% 376	25.39% 376	26.74% 396	21.20% 314	1.28% 19	1,481
Difficulty separating work and personal life	9.47% 140	17.79% 263	33.83% 500	37.35% 552	1.56% 23	1,478
Frequent concerns about the lack of resources and services to support clients	43.18% 640	29.49% 437	18.22% 270	7.89% 117	1.21% 18	1,482

System barriers make doing their job and helping program and service participants an uphill battle for HSP workers.

- HSP workers consistently named several critical challenges in focus groups:
 - Client difficulty in finding landlords who will take housing vouchers.
 - Landlord racism, discrimination, and bias against people experiencing homelessness.
 - The incredible amount of paperwork required to get housing and services.
 - Difficulty in accessing mental health services when they’re needed most. The average timeline to schedule an initial intake appointment is 60 days.
 - Lack of staffing capacity for outreach to help program and service participants stay housed.

“[A landlord company] said they will not renew leases for any of the people who have been using rental assistance for the last two years. I’m worried that an enormous amount of people will be unhoused when this happens. People are stressed, angry and afraid right now. I don’t know where any of these people will go, or what to do. [It’s a state of] hopelessness.”
 – Focus Group Participant

The lack of funding for the sector is a critical factor in the stress felt by HSP workers.

- A large majority (73%) of HSP workers surveyed indicate they frequently or very frequently have concerns about the lack of resources and services to support their clients.
- In focus groups, HSP workers’ biggest concerns about the sector more broadly revolved around funding: a lack of funding to keep people on staff, which impacts caseloads; the lack of funding for housing and services needed by their clients; and funding instability created by “difficult and unpredictable” grants.

Relative to the often-long hours and emotionally draining work, most HSP workers don't feel adequately compensated.

- A majority of HSP workers surveyed do not feel adequately compensated for their work, and frequently or very frequently worry over financial security and/or compensation.
- Their number one recommendation for how organizations can do better as it relates to recruiting and retaining staff is to increase compensation.
- Several HSP workers in focus groups described needing second jobs or experiencing housing instability because of low wages. Others described struggling to pay for gas and car maintenance, which is necessary for their roles doing outreach across spread out and rural communities.

“I work to help. I have learned that [the] social service field is not a comfortable position that will create wealth, and sometimes not even stability for us workers. We are a half a paycheck from being the servant to being the individual that needs help.” – Survey Participant

“I finally secured a raise for myself but was then hit with a rent increase on my home that same month. I'm feeling the same pressure as my clients, and that's a drain on my emotional capacity.” – Focus Group Participant

A majority of HSP workers surveyed indicate that client outcomes and interaction negatively affect their mood and mental state a moderate amount or more.

- Approximately 25% of HSP workers surveyed said they are negatively affected by these outcomes and interactions “a lot” or “a great deal.”
- HSP workers shared in focus groups that they experience a range of emotions — stress, anger, fear — because of client interactions and witnessing difficult outcomes.

“People are very escalated now because of COVID. The job can be nerve-wracking. [I'm] sensing heightened emotions and anger from clients.” – Focus Group Participant

HSP workers report experiencing secondary trauma over the course of their jobs and may not get the support they need to process it.

- Around 33% of HSP workers surveyed responded that they frequently or very frequently experience secondary trauma because of their work with program and service participants and experience feelings of hopelessness related to client outcomes.
- Only 50% of HSP workers surveyed said they feel supported by their organization when traumatic events do occur.
- The employers of most HSP workers rely on Employee Assistance Programs (EAPs) to outsource support for employees who experience trauma. EAPs are services for

employees (and sometimes family members) to help address work and personal concerns including mental health needs. EAP program design and service availability varies. Yet securing counseling and appointments through an EAP can take significant time. A majority (61%) of HSP workers surveyed have access to an EAP through their employer, but very few have individual or group therapy partially (11%) or fully (9%) paid for.

- Only 36% of HSP workers are supported with space and time during the workday for their teams to process trauma. Twenty six percent are offered extra time off or granted leaves of absence.

“After the death of a client in nefarious circumstances, my supervisor yelled at me for being “too intense”. I was not offered any support or resources, only chastised, and then belittled for being behind in my paperwork.” – Survey Participant

“While we have the EAP program, it can take up to six months for any assistance.” – Survey Participant

Every day, HSP workers are in the position of being unable to meet the needs of clients who are desperate and traumatized — or must watch them fail — which creates its own trauma.

- HSP workers in the focus groups describe regular heartbreak because of being unable to do more for clients because of system barriers or a lack of funding. They report experiencing daily frustration with system barriers such as paperwork, wait times, client qualifications, lack of agency coordination, etc.
- Struggling with guilt was a common theme, often for being in the position of having to gatekeep who gets housing and who does not.
- Racism and discrimination faced by clients trying to get housing is also a common concern.

“Much of the time our clients are desperate and scared, and it’s so incredibly disheartening that the resources they are depending on us [to provide] are simply tapped out. It hurts my heart.” – Focus Group Participant

Despite being negatively affected by client outcomes and interaction, “safety” is not perceived as a significant problem.

- A large majority (70%) of HSP workers surveyed feel safe (emotionally, physically, and ethically) at work. Although the survey defined safety as emotional, physical, and ethical, it’s a term that is most often defined as and associated with physical safety, which could

have contributed to the large percentage of HSP workers who feel safe yet also report emotional stress and trauma.

- Some HSP workers shared in focus groups that their clients are more stressed and angrier since COVID-19, which at times makes them have general safety concerns.

“It’s difficult to feel like a gatekeeper and the person who picks and chooses who ‘wins’ housing. It’s difficult to be fair and equitable when you’re in this role, feeling like you’re always going to let someone down.” – Focus Group Participant

“After the death of a client in nefarious circumstances, my supervisor yelled at me for being ‘too intense.’ I was not offered any support or resources, only chastised, and then belittled for being behind in my paperwork.” – Survey Participant

HSP workers with lived experience of homelessness report experiencing secondary trauma through engagement with their service population.

- Many HSP workers have lived experience of homelessness, even those not in the specifically “lived experience” focus group. Many shared their financial stress and struggles, and they may be in the same eligibility brackets as their clients for certain services.
- Many witness the suffering and trauma of their clients, and some expressed intense emotions resulting from it. For HSP workers with lived experience, their clients’ trauma is more likely to trigger a trauma memory related to their own experience with homelessness.
- As low-income individuals themselves due to HSP workforce wages, HSP workers may be in a position where they haven’t completely exited the instability of homelessness or poverty or the related stress and trauma they evoke. They may be processing both their own ongoing trauma and that of their clients.

“The brain doesn’t shut off after the shift because we aren’t paid to care for clients; that care doesn’t stop at 5 p.m. I still have to see my clients sleep outside next door to me.” – Focus Group Participant

HSP workers want more training and ongoing professional development opportunities.

- The HSP workers surveyed wished they had more training in a variety of areas prior to starting their positions and ongoing to support their ability to do their jobs. The areas of greatest interest include mental health, first aid, crisis intervention and de-escalation.

Survey Q18: In what areas, if any, do you wish you had more training with prior to starting your position or ongoing to support your ability to do your job?

None: I feel fully competent	7.99%	118
Mental Health First Aid	43.70%	645
Substance Use Disorder	35.50%	524
Crisis Intervention	43.83%	647
De-escalation	41.73%	616
Self defense	28.46%	420
Supervision Training	25.27%	373
Trauma-informed care	34.01%	502
Boundary setting with clients	30.89%	456
Working with law enforcement/legal system	40.11%	592
Understanding Medicaid or other systems	40.24%	594
Contract/Grant process	37.80%	558
Medical first aid	15.72%	232
Other (please specify)	11.11%	164
Total Respondents: 1,476		

- In open-ended survey responses, the most common training desired included the following:
 - The services and benefits available to clients.
 - Guidance in grant writing and funder reporting.
 - Addressing personal and client trauma and trauma-informed care.
 - Addressing crisis and mental health issues.
 - Holding boundaries.
 - Racial equity and working with diverse populations.
 - Naloxone administration and CPR.
- HSP workers in each focus group raised the issue of a lack of professional development training. Participants emphasized the need for crisis response and mental health training.

“It cannot be understated how our clients need substantial continual support to access the services available, and we are not always trained or capable to navigate this dynamic situation. It can be very stressful and mentally depleting doing this type of work full-time.” – Focus Group Participant

“I’ve worked several positions at this agency and received very basic onboarding for all of them, largely to do with the physical operations and very little regarding the actual practice of providing therapeutic services. We work with a very specific population that requires a lot of skills, and inadequate training is frequently cited by resigning coworkers as a deciding factor.” – Focus Group Participant

HSP workers with lived experience of homelessness feel they do not have clear paths for advancement.

- Survey results indicate that HSP workers with lived experience of homelessness are less likely to have higher educational attainment, which is often a requirement for leadership positions.
- HSP workers with lived experience of homelessness shared in focus groups that the lack of training and professional development opportunities coupled with the weight of educational attainment for leadership positions limited their professional mobility.

HSP workers report feeling isolated and lacked support from a professional community of peers.

- HSP workers reported in focus groups having little debrief and processing time in their day-to-day work with their colleagues and indicated few to no opportunities to connect with peers in their field. Some expressed a sense of isolation.
- Focus group conversations indicated a heavy interest in virtual or in-person meeting spaces with other HSP workers, especially for those with marginalized identities such as LGBTQ2S+ and BIPOC, to do some of this processing and build community.
- Several focus group participants commented that participation in the focus group itself was a healing and supportive experience that allowed them to connect with their peers in a way that they were unable to prior.

Despite the challenges they face, most HSP workers are committed to continuing work in the sector.

- HSP workers are incredibly dedicated and compassionate. Despite workplace challenges and low pay, they are committed to the field.
- Almost half (45%) of HSP workers surveyed indicated they plan to stay in their field indefinitely or if they have funding, and another 16% plan to stay in the field for at least a year or more.

Survey Q20: What are your plans for the future as they relate to your current field?

ANSWER CHOICES	RESPONSES	
I plan to stay in this field indefinitely	38.50%	569
I plan to stay in this field for at least a year or more	15.90%	235
I plan to stay in this field for as long as I have funding	7.10%	105
Unsure	16.58%	245
I plan to stay in this field until I can make my next career move	14.41%	213
I plan to stay in this field until I can finish an educational opportunity	3.38%	50
I do not plan to stay in this field	4.13%	61
TOTAL		1,478

- These are employees who care. While the most important factor in considering whether to stay in their field is base pay, the next most important factors are all mission related. After base pay (53%), the most important factors include a sense of purpose (46%), making an impact on an individual (46%) and making an impact on a system (42%).

Survey Q21: In making your considerations for how long you intend to stay in this field, what are the top three most important factors? Check up to 3.

ANSWER CHOICES	RESPONSES	
Base Pay	52.66%	783
Benefits	28.45%	423
Ability to take time off	28.72%	427
Ability to make an impact on an individual	46.27%	688
Ability to make an impact on a system	42.17%	627
Team morale & ability to relate to co-workers	28.18%	419
Ease of job	6.12%	91
Job aligns with interests	22.60%	336
Sense of purpose	47.55%	707
Career advancement opportunities	26.03%	387
Other (please specify)	5.92%	88
Total Respondents: 1,487		

- HSP workers in the focus groups reinforced this theme, with nearly everyone sharing a mission-related reason for being in their line of work. Reasons ranged from “a desire to give back” to “wanting to be part of the solution” to marginalization.

Areas for Further Study

The HSP workers engaged in this community-driven and community-informed study are experts in their own working conditions. Their potential solutions and recommendations were reviewed and refined by members of the Advisory Committee to facilitate consideration by people with state policy, legislative and/or rule-making experience .

Implementation

The following recommendations could be initiated and implemented at several levels: by HSP workers themselves, by the HSP organizations they work for and at the state level through policy change or by restructuring current program and grants. Each recommendation indicates at what level implementation could take place: worker, organization, city, county, state, and, in some cases, with a contracted partner.

Potential Cost

Each of the following recommendations could be implemented in a variety of ways with a variety of stakeholders at varying scales. A cost analysis and estimate are not feasible without more detailed clarity regarding these factors.

Recommendations

1. Improve efficiency across systems to reduce the burden on HSP workers.

The burden of determining benefits eligibility, filling out applications, and navigating general systemic bureaucracy is overwhelming to both clients and HSP workers. This could be addressed by eliminating redundancies and increasing connections across public benefits and social services programs. This would require cooperation across social services sectors and individual organizations that provide homeless services, food assistance, health care, childcare and other support services sought by homeless and/or low-income individuals.

One example of a legislative approach to this recommendation is [Chapter 216, Laws of 2022 \(ESB 1866\)](#). Passed in 2022 and paired with health services, the bill creates the Office of Apple Health & Homes (AHAH), which will increase and streamline permanent supportive housing. HSP workers expressed a need for similar ongoing legislative efforts that would streamline and improve access to multiple services in the future. Efforts throughout the state to streamline intake models, such as with coordinated entry, have had mixed results.

HSP workers recommend improving communication and developing systems that utilize standardized client intake forms or surveys for use across organizations. These forms would encompass the full spectrum of a client's potential needs even if those needs extended outside

of the services provided by one individual agency or organization. This would include a system for automatic referral to the appropriate agencies, programs and organizations based on the client’s needs.

Critical to the successful implementation of this recommendation is the nurturing and support by sector leaders of a culture that embraces collaboration and cooperation across HSP organizations.

Implementation levels: organization, city, county, region, state.

2. Justly compensate HSP workers by increasing wages.

HSP workers repeatedly brought up increasing compensation throughout the study, particularly in response to the problem of being overwhelmed in the workplace.

HSP workers who struggle to afford their own living expenses such as food, rent, and other necessities expressed a feeling of exhaustion when they are doing the same advocacy tasks for clients that they must do for themselves on their own time. Researching and navigating assistance programs can be demanding, redundant, and frustrating, especially when they must duplicate these efforts at home for themselves or their own family members.

Increasing compensation for HSP workers to a wage that will alleviate their reliance on assistance programs and mitigate the need for them to perform their work both inside and outside of the job would meet these concerns. To accomplish this, organizations also need more funding and more *predictable* funding so they can reliably plan for worker compensation.

Implementation level: organization, city, county, state.

3. Standardize pay rates and working hours across the HSP sector to moderate workloads and create equitable living wages.

HSP workers are generally burdened by overwhelming workloads, and these already large workloads increased during COVID-19. HSP workers in larger and more well-resourced organizations are sometimes able to organize for better pay, hours and expectations that reflect the increased demands of their jobs. However, HSP workers in small agencies, especially those who are isolated in regions with fewer and smaller independent HSP organizations, risk being left behind if they are not included in a coordinated sector-wide organizing effort.

HSP workers suggest establishing improved baseline wages, pay increases, overtime standards, standard working hours and consistent expectations in the workplace. This effort could come in the form of union membership and collective bargaining and include joining Service Employees International Union 1199NW, which already represents some HSP workers. Or it may include establishing a rate-setting program like that for independent provider

homecare workers whose rates are established through the Consumer Directed Employer Project under the Washington State Department of Social and Health Services (DSHS).

Implementation levels: worker, organization, state.

4. Adopt and incentivize hiring, compensation, and promotion structures that acknowledge lived experience.

HSP workers with lived experience of homelessness or behavioral health challenges contribute invaluable expertise to this work and provide a lens that some HSP workers lack. Their experience is a benefit for agencies, organizations, and the clients themselves, yet HSP workers with lived experience of homelessness are less likely to have attained degrees in higher education and thus experience a lack of mobility in the homeless services sector.

HSP workers recommend creating hiring guidelines, annual review metrics, and raise and bonus schedules that value lived experience alongside academic experience. Commerce can incentivize these recommendations through grant and contracting requirements by prioritizing HSP organizations with management-level staff or higher who have lived experience of homelessness.

Implementation levels: organization, state.

5. Increase worker retention by offering bonuses to those who stay.

Turnover in the HSP workforce is hard on both organizations and clients. HSP workers likely switch organizations with regular frequency because of finding better pay and pathways for promotion outside of their organization—or they switch fields due to burnout. Many organizations lost staff during COVID-19.

Organizations could offer retention bonuses for staff and organizational contractors to decrease attrition. Retention could be incentivized by Commerce through small grants, particularly to small organizations, which often have more difficulty obtaining funding.

Implementation levels: organization, state.

6. Support standardized training for the HSP workforce and its delivery through a centralized online platform.

HSP workers expressed a variety of consistent training needs that would improve the services provided, lessen stress, and help HSP workers with lived experience to move up in organizational administration without the expectation that they enroll in time-consuming and

costly higher education programs. A centralized online platform with a standardized set of topics and trainings for workers in the sector would ensure quality professional development.

Implementation levels: contract partners, state (including partnerships with state funded universities and community colleges), private sector.

7. Require training for HSP workers on self-care and trauma processing to be delivered during paid work hours.

HSP workers identified the need for training related to trauma in both the survey and focus groups. Some workplaces offer training resources to address traumatic experiences on the job, but not all set aside time during work hours to participate in them.

HSP workers recommend that all HSP workers be required and compensated to participate in training offered during work hours that includes guidance on “self-care” in the face of the frequent workplace trauma that occurs in the sector. While self-care can mean many things, for the purposes of this report, workers described self-care as methods for decompression, stabilization, relaxation, and trauma processing that have been recommended and validated by professionals in the mental health field. Standardized training for the HSP workforce would allow for more regular and predictable skill building. The state should consider incentivize this kind of training through its grants and contracts with sector organizations.

Implementation levels: organization, state.

8. Provide paid time off from work for HSP workers to process grief and traumatic experiences and the mental health resources to support their time away.

HSP workers are regularly in the position of experiencing the deaths of clients or other traumatic incidents during their job. Without having time to process these intensely emotional impacts, the trauma compounds.

Paid time off from work for processing grief and trauma — which does not draw on vacation or sick time — will help workers heal from the challenges of their jobs. Mental health resources such as an EAP or insurance coverage for mental health counseling are also important benefits. Bereavement policies should also be expanded. The state should consider incentivizing funding for organizations that provide this type of support.

Offering these resources will help create a workplace culture where HSP workers know that their own mental health and self-care is prioritized and taken seriously and is not something that should be put on pause when they enter the workplace.

Implementation levels: organization, state.

9. Establish a statewide coalition for HSP workers that can host regional HSP worker “affinity teams” to create a support network and share best practices, training, and resources.

The need for relationship building and peer-to-peer support outside of one’s individual workplace emerged in almost every focus group. Professional isolation is more acutely experienced by HSP workers who embody more than one marginalized identity and who may not have peers in their workplace or region who can provide a sense of community and belonging.

Establishing an HSP worker coalition to serve as convener of regionally based “affinity teams” would provide HSP workers with a community of support and shared learning. These teams could include all HSP workers or be organized by population served, services provided, or racial, gender or other identities. HSP workers recommend using the convenings of these groups for storytelling, debriefing traumatic experiences, and social activities. They also recommend creating affinity groups for people of color and LGBTQ2S+ to help build additional sources of support for people with specific identities.

Impacts to BIPOC HSP workers were specifically identified by the Advisory Committee and stressed during the focus groups and in the open-ended questions in the survey. The impacts of primary and secondary workplace trauma on BIPOC workers should be placed within the context of broader systemic inequities, racism, and stigmas around mental health.

To formally establish these groups and ensure their sustainability, the state could fund the establishment of a statewide coalition or professional organization of HSP workers to serve as the home and convener of these groups.

Implementation: worker, organization, state.

10. Require training for supervisors and managers on trauma-informed supervision of employees with lived experience.

HSP workers with lived experience of homelessness may have compounded trauma, and their jobs can create additional stress and trauma. Having direct supervisors who are sensitive to these challenges and trained in effective management techniques can help. Some HSP workers expressed an over-emphasis on self-care, which places the responsibility on the individual worker to maintain a cheerful outlook and stable mental health, while not always considering that management-level staff are responsible for creating a workplace environment that is suitable for people experiencing ongoing trauma.

HSP workers recommend requiring training for supervisors and managers on trauma-informed supervision of employees with lived experience of homelessness, behavioral health challenges, and marginalized identities. The state can incentivize this recommendation through grant and contracting requirements and by prioritizing organizations who make this training mandatory.

Implementation: organization, state.

Appendix A: Survey Instrument

Q1: Please indicate your gender.

- Man
- Woman
- Trans
- Nonbinary
- Decline to answer
- Other (please specify)

Q2: Please indicate your race/ethnicity. Check all that apply.

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Pacific Islander
- Hispanic or Latino
- White or Caucasian
- Other (please specify)

Q3: Please indicate your age.

- Under 18
- 18-24
- 25-40
- 41-60
- 61+

Q4: Please indicate your highest level of formal education.

- Some primary school
- Some secondary school
- Finished high school or GED
- AA or BA degree
- Graduate degree
- Trade
- None/other

Q5: Please indicate if you identify as a lesbian, gay, bisexual, transgender, two-spirit (LGBTQI+) individual.

- Yes
- No
- Unsure
- Decline to answer

Q6: Please indicate the length of time in the field of homeless services.

- 6 months or less
- 7 months – 2 years
- 2 – 4 years
- 5+ years
- 10+ years

Q7: Please indicate the length of time in your current organization/role.

- 6 months or less
- 7 months – 2 years
- 2 – 4 years
- 5+ years
- 10+ years

Q8: How would you describe your current role?

- I provide direct services to clients
- I do not provide direct services to clients

Q9: Where does your work primarily take place (by region/county)

- Puget Sound: Pierce, King, Snohomish
- Northwest: Whatcom, Skagit, San Juan, Island
- South Central: Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla
- North Central: Okanogan, Chelan, Douglas, Grant
- Peninsula/Coastal: Clallam, Jefferson, Kitsap, Mason, Grays Harbor, Pacific
- Southwest: Cowlitz, Wahkiakum, Clark, Skamania, Thurston, Lewis
- Southeast: Garfield, Asotin, Columbia, Whitman, Adams
- Northeast: Ferry, Stevens, Pend Oreille, Lincoln, Spokane

Q10: How would you describe your experience as it relates to your current role?

- I am new to homeless service provision
- I have some prior experience in homeless service provision prior to this role
- I have worked in homeless services previously and consider myself experienced
- I have worked in homeless services for 10+ years and consider myself an expert
- I have not worked in homeless services or social services before this role
- I have experienced homelessness or have been a recipient of social services before this role
- I have academic experience with related specialty (Behavioral health, Counseling, social work, etc.)
- I was a Peer or Peer-certified before this role
- Other (please specify)

Q11: What type of organization do you currently do this work for?

- Small nonprofit, non-medical (1-10 employees)
- Medium nonprofit, non-medical (11-49 employees)
- Large nonprofit, non-medical (50 or more employees)
- Federal Qualified Health Center/Behavioral
- Volunteer/Mutual Aid/Self-employed
- Municipal/City government
- County government
- Housing Authority
- State agency (Dept. of Social & Health Svcs., Dpt. Children Youth & Families, etc.)
- Medical services provider or community health clinic (nonprofit or otherwise)
- Labor Union
- Advocacy Organization
- For-profit/Corporation
- Other (please specify)

Q12: What are your motivations for working in this field?

- [Written answer field]

Q13: Do you feel you are adequately compensated for your work (adequately compensated means earning a living wage relative to geographic location, access to medical benefits, ability to take family leave, etc.)?

- Yes
- No
- Unsure

Q14: How often do client outcomes/client interaction negatively affect your mood and mental state as it relates to the performance of your job duties?

- A great deal
- A lot
- A moderate amount
- A little
- None at all

Q 15: On a scale of 1-5, how safe do you feel at work (safety encompasses emotional, physical, and ethical safety) in the regular performance of your duties?

- Generally very safe
- Pretty safe most of the time
- Somewhat safe
- Not very safe most of the time
- Generally unsafe all of the time

Q16: How often do you experience the following in the regular course of your work?

- Vicarious trauma as a result of your work with clients
- Feelings of hopelessness related to client outcomes
- Feeling overwhelmed in your position and its demands
- Worry over financial security and/or compensation
- Difficulty separating work and personal life
- Frequent concerns about the lack of resources and services to support clients

Q17: Do you feel supported by your organization when traumatic events occur?

- Yes
- No
- Sometimes
- Unsure
- N/A

Q18: What areas, if any, do you wish you had more training with prior to starting your position or ongoing to support your ability to do your job? Check all that apply.

- None: I feel fully competent
- Mental Health First Aid
- Substance Use Disorder
- Crisis Intervention
- De-escalation
- Self defense
- Supervision training
- Trauma-informed care
- Boundary setting with clients
- Working with law enforcement/legal system
- Understanding Medicaid or other systems
- Contract/Grant process
- Medical first aid
- Other (please specify)

Q19: Does your employer provide support and resources to assist with trauma, burnout, and wellness? Check all that apply.

- Employee assistance programs (EAP)
- Fully paid for individual and/or group therapy
- Partially paid for individual and/or group therapy
- Space for team to process
- Increased hazard pay
- Provide adequate staff support and resources to meet client and personal needs
- Offered extra time off or granted leave of absence
- No, none
- My organization does not have the capacity to assist with trauma, burnout, and wellness
- Other (please specify)

Q20: What are your plans for the future as it relates to your current field?

- I plan to stay in this field indefinitely
- I plan to stay in this field for at least a year or more
- I plan to stay in this field for as long as I have funding
- Unsure
- I plan to stay in this field until I can make my next career move
- I plan to stay in this field until I can finish an educational opportunity
- I do not plan to stay in this field

Q21: In making your considerations for how long you intend to stay in this field, what are the top three most important factors? Check up to 3.

- Base Pay
- Benefits
- Ability to take time off
- Ability to make an impact on an individual
- Ability to make an impact on a system
- Team morale and ability to relate to co-workers
- Ease of job
- Job aligns with interests
- Sense of purpose
- Career advancement opportunities
- Other (please specify)

Q22: How would you recommend your organization do better as it relates to recruiting and retaining staff? Check all that apply.

- Increase compensation
- Better train supervisors
- Increase opportunities for career advancement
- Decrease caseloads/workload
- Stabilize their funding sources to keep programs operating
- Increase job training opportunities
- Recognition of my individual contributions to the work
- Create a better relationship with the public (i.e., improve the organization's reputation)
- Increase their ability to streamline internal operations (i.e. payroll, reimbursements, communications)
- Other (please specify)

Q23: What issues do your target population (i.e., clients) have with navigating your services? To what degree is your mood and mental state affected by your clients' ability to navigate your services?

- [Written answer field]

Appendix B: Focus Group Detail

Background

An initial focus group comprised of HSP workers (separated into three separate breakout rooms) was conducted on September 22, 2022. After receiving feedback from focus group participants and Advisory Committee members, the decision was made to supplement with three additional focus groups. These supplemental groups consisted of administrative-level staff, BIPOC/LGBTQ2S+ workers and workers who themselves had lived experience of homelessness.

Structure

Each group was given a background primer on the underlying legislation, the premise of the study, and their role as topical experts adding their first-hand experience to our qualitative data collection. They were also presented with some of the emerging themes that had been identified through the course of the study to date. Lastly, they participated in a group discussion where notes were taken in real time either in writing or using a note taking visualization tool called Mural, and sometimes mixing both methods of note taking. Below we have included the questions that were asked as well as pictures of the Mural visualizations of themes.

Focus Group #1 HSP Workers

of Attendees: 24

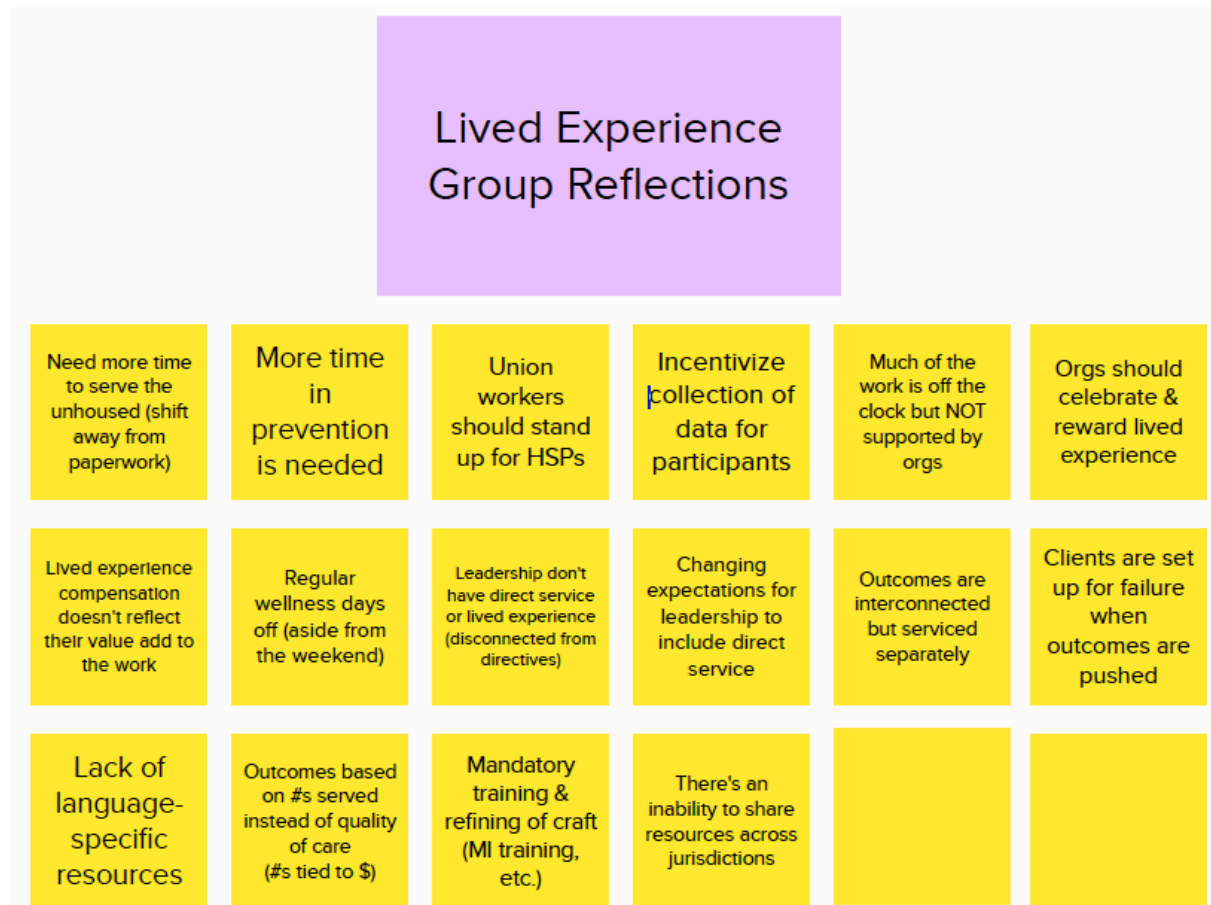
1. Why are you in this line of work? What motivates you?
2. Do you have personal experience with homelessness that informs your work?
3. What are your biggest concerns about your job?
4. What are your biggest concerns/worries about the sector?
5. What other outside forces hinder your work?
6. What would most improve your job and make this line of work something you'd feel is possible for you to sustain?
7. What specific ways are homeless service provider workers undervalued compared to other work that requires similar skill sets?
8. Is there training you wish you had that you feel would help improve your ability to perform your job?
9. What do you wish that lawmakers, funders, and the public knew about your work?



Focus Group #2 HSP Workers with Lived Experience

of Attendees: 11

1. Why are you in this line of work? What motivates you?
2. What are your biggest concerns about your job?
3. What other outside forces hinder your work?
4. What would most improve your job and make this line of work something you'd feel is possible for you to sustain?
5. What specific ways are homeless service provider workers undervalued compared to other work that requires similar skill sets?
6. Is there training you wish you had that you feel would help improve your ability to perform your job?
7. What do you wish that lawmakers, funders, and the general public knew about your work?
8. What would be fair compensation for this work?
9. How do you strike the balance between wanting to do the work, and how to afford living on the meager pay?



Focus Group #3 Administrators, Employers, and Labor Unions

of Attendees: 5

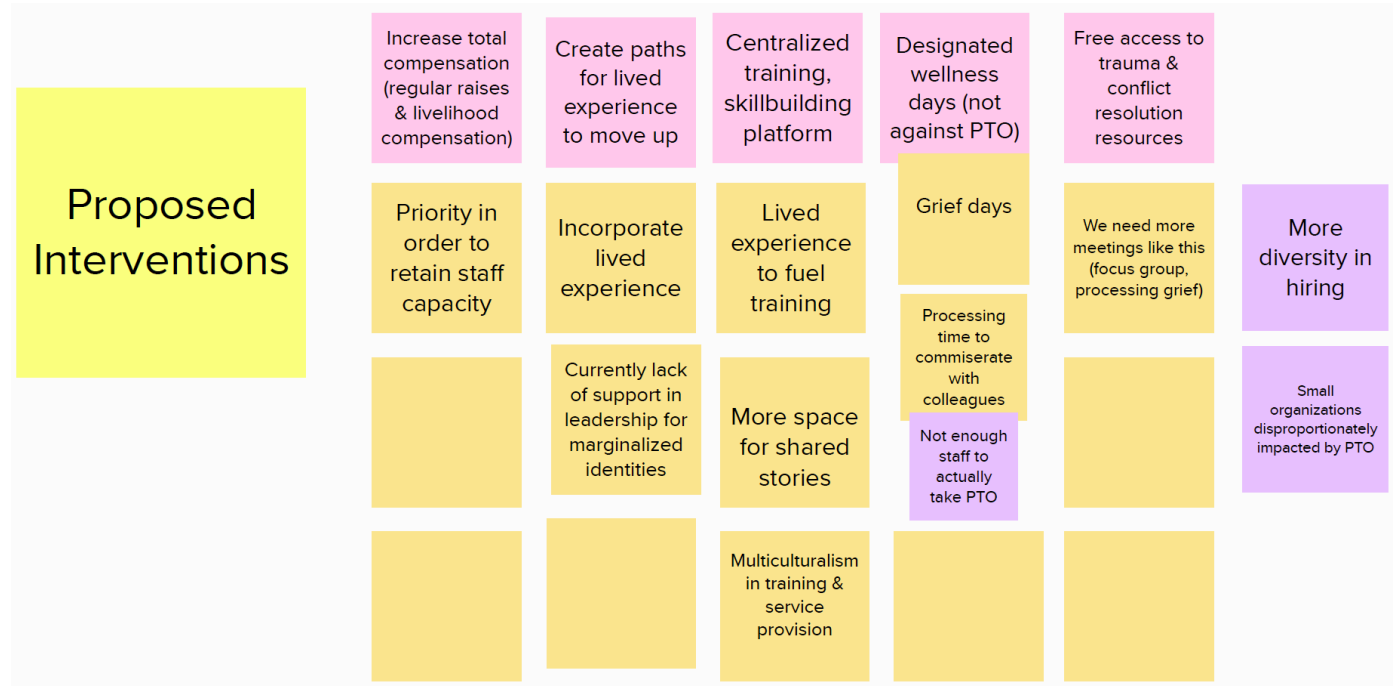
1. Discuss and prioritize the following 8 recommendations that we have gathered directly from frontline HSP workers.
2. Discuss implementation of the recommendations. What would it take to implement? What policy or administrative changes need to happen?
3. Create a rough understanding of cost burden for each intervention.

Proposed Interventions	Policy Change required?	Who implements?	Who regulates?	Cost to scale	How likely to make an impact?
<p>Ombudsmen for clients of services</p> <p>Retention bonuses into contracts & grants</p> <p>Increase total compensation (regular raises & livelihood compensation)</p> <p>Centralized training, skillbuilding platform</p> <p>Create paths for lived experience to move up</p> <p>Free access to trauma & conflict resolution resources</p> <p>Grief/ bereavement</p> <p>Designated wellness days (not against PTO)</p> <p>Required de-brief after traumatic events</p>	<p>- address overtime</p> <p>-supervisors need resources to support POC staff</p> <p>- additional support for lived experience (coaching, etc.)</p> <p>- consider inter-system communications to be trauma informed</p>	<p>Who implements?</p> <p>Contractors to write in access to wellness resources for frontline workers</p> <p>Need space to decompress as service providers</p>	<p>Who regulates?</p> <p>- classification as emergency responders (dangerous, medical, etc.)</p>	<p>Cost to scale</p> <p>- requires pay leveling across jurisdictions</p> <p>-requires increased paid training -requires partner-specific cross training</p>	<p>How likely to make an impact?</p> <p>Highly</p> <p>Highly</p> <p>Highly</p> <p>Highly</p>

Focus Group #4 BIPOC/LGBTQ+ HSP Workers

of Attendees: 9

1. Why are you in this line of work? What motivates you?
2. What are your biggest concerns as it relates to your job?
3. How does your identity impact your ability to thrive in the work? Think organizationally, interpersonally, and systematically.



Appendix C: Study Participants

Homeless Services Provider Trauma Study Advisory Committee

- Jason Cockburn, Second Chance Foundation
- Jhovona Duggins, Social and Human Services Advocate
- Jody Rauch, Coalition on Homelessness
- Lindsey Grad, SEIU 1199NW
- Lucia Ersfeld, South Snohomish County Emergency Cold Weather Shelter
- Lynn Marquez, Catholic Community Services
- Michael Eng, Low Income Housing Institute
- Sarah Baxter, Catholic Charities
- Stephanie Pacheco, DSHS
- Susan Tyler-Babkirk, Transitions
- Victor Loo, Behavioral Health Professional

Survey Responses and Focus Group Participants from the following Organizations

- Asian Counseling & Referral Service Behavioral Health Resources
- Bellwether Housing
- Blue Mountain Action Council
- Blue Mountain Heart to Heart
- Building Changes
- Catholic Community Services
- Chaplains on the Harbor
- Chelan-Douglas Community Action Council
- Chief Seattle Club
- Christian Aid Center
- Coastal Community Action Program
- Compass Housing Alliance
- Council for the Homeless
- Cowlitz Indian Tribe
- Downtown Emergency Service Center (DESC)
- Elizabeth Gregory Home
- Family Crisis Network
- Frontier Behavioral Health
- Greater Lakes Mental Healthcare
- IW Shelter
- Janus Youth Services
- King County Regional Homelessness Authority (KCRHA)
- Kitsap Community Resources
- Kitsap Rescue Mission
- Lake City Partners
- LASA
- Lifelong
- Low Income Housing Institute (LIHI)
- Mary's Place
- Mercy Housing
- Metropolitan Development Council
- Multi-Service Center
- New Beginnings
- New Horizon Care Center Spokane
- Okanogan Housing
- OlyCAP
- Opportunities Industrialization Center
- Opportunity Council
- Outsiders Inn
- Partners in Prevention Education
- Peer Spokane
- Pierce County Housing Authority
- Plymouth Housing
- Public Defender Association
- REACH

- Refugee Women’s Alliance
- REST
- Road2Home
- Rod’s House
- SeaMar Community Health Clinic
- Sean Humphrey House
- Seattle YMCA
- Serenity House Clallam
- Skagit Family Promise
- Solid Ground
- Sophia Way
- Sound Pathways
- The Coffee Oasis
- The R.I.S.E. Center
- The Salvation Army
- Transitions Women’s Shelter
- Tulalip Tribes
- Turning Pointe
- U.S. Department of Veterans Affairs
- Urban League
- Valley Cities
- Volunteers of America
- Washington Department of Children, Youth & Families
- West Sound Treatment Center
- Women’s Resource Center
- Yakama Nation
- Yakima Union Gospel Mission
- YFA Connections
- YouthCare
- Youth Connection WA
- YWCA Clark County
- YWCA King County
- YWCA Kitsap
- YWCA Spokane



DATE: April 10, 2023
 TO: Andres Mantilla, BDS Planning
 FROM: Morgan Shook
 SUBJECT: Inflation Assessment for the Office of Homeless Youth Study

Purpose of memorandum

BDS Planning is working with the Washington State Department of Commerce to understand and analyze current contracts administered by the Office of Homeless Youth. The key objectives of this more extensive study are to:

- a) Examine topics including, but not limited to, pay benefits; training and supervision; caseloads; safety and morale; and other factors impacting hiring and retention.
- b) Examine the potential impact on workforce retention of inflationary increases for administrative allowances and other automatic escalators on state-funded homelessness service contracts, including contracts administered by the Office of Homeless Youth.
- c) Include a pay equity and comparable worth analysis that compares eligible homeless service provider positions with jobs with similar complexity, difficulty, and educational requirements in the other public and private sectors that were deemed essential during the COVID-19 pandemic.
- d) Interview, survey and consult with homeless service provider employees, employees with lived experience of homelessness, and organizations led by or serving Black, Indigenous and people of color (BIPOC) populations.

As part of the larger project, BDS Planning has subcontracted with ECONorthwest to provide information on how inflation has impacted local and national wage growth, emphasizing impacts to the local labor market in Washington. The analysis further focuses on human service sector jobs that are thought to be most directly affected by contracts administered by the Office of Homeless Youth to inform future planning. In placing some analytic focus on inflation, the Office of Homeless Youth is asking two related questions:

- How can it offer competitive compensation as part of its contracts, knowing that the state is large with widely differing costs of living?
- How should it think about national levels of inflation that are raising prices for goods and services while also exerting some pressure on wages?

The analysis includes the following work elements:

- A background explainer on the inflation, Consumer Price Index (CPI) and cost of living measures.
- An examination of how the cost of living has changed across the state of Washington.
- A comparison of inflation's impact on the cost of living in Washington.
- An examination of wage inflation relative to the cost of living.
- A forecast of inflation conducted by ECONorthwest.

Background Context

What is inflation, CPI, and the cost of living?

The analysis in this memorandum frequently uses the terms “inflation” and “cost of living,” to enhance reader understanding, this section provides some context for inflation, CPI, and cost of living measures.

Inflation

Inflation measures the changing value of a currency and is a measure of changes in the purchasing power of the dollar. Inflation is typically viewed from the perspective of consumers—how much more or less prices have changed. Typically, it is reported as the annual percent change in the CPI. Economists calculate it by averaging the prices of goods and services, boiling it all down to an index set to a selected year equaling 100. Inflation is then commonly reported as the percent change in the prices of what an average person buys.

Consumer Price Index (CPI)

This analysis uses the U.S. Consumer Price Index (CPI) calculated by the Bureau of Labor Statistics (BLS). The CPI is an average of prices collected around the country, weighted based on the mix of goods and services people buy, and then indexes it to 100, the average prices from 1982 to 1984. The BLS, a federal agency, calculates the CPI monthly. They do this by collecting price data (before sales taxes). This is a massive effort with a set of methodological quirks.

The BLS averages prices, adjusts for seasonality, and weighs items based on a “basket of goods and services.” The basket is the quantity of each item people buy. The weights change periodically. For instance, today, people spend less on tobacco and more on cell phones, so the basket has adjusted for this over the years. The CPI in January 2023 was about 300. That means prices in January 2023 were around three times higher than they were in the years 1982 through 1984. The CPI is current and reported every month. However, there are a few limitations worth understanding:

- The CPI does not cover rural areas.
- The basket is an all-consumer average, but households vary significantly.
- The CPI is unsuitable for measuring the local cost of living.

From a practical standpoint, the CPI describes the average cost of living in the U.S., but it does not specifically track what the cost of living is in any specific location, for a specific household, age, or occupation. However, most people look at inflation from the cost perspective, which can lead to confusion on cost-of-living issues.

Cost of Living

The CPI is adequate for estimating the average cost of living in the U.S., but not for the actual cost of living in any specific location. Prices vary from place to place. Sometimes variations are unexpected. For example, take the price of a 12” thin-crust pizza. In 2022, the average price of a pizza was \$13.41 in Manhattan, New York. That is according to data collected on 265 places

around the country by the Council for Community and Economic Research based at George Mason University. However, a pizza in Bellingham, Washington, would have cost more—\$14.25. Yet, the overall cost of living in Bellingham was about half that of Manhattan.

Besides location, how a household lives also affects a person’s cost of living. Young families spend more on kids’ clothes, education, and furniture. Retirees spend more on travel, financial services, and medical care. Households headed by construction workers spend more on gasoline and groceries compared to white-collar professionals who spend more on services. Every household has their own cost of living.

Cost of Living Summary

Historically, how has the cost of living in Washington compared to the country?

This analysis estimates the cost of living for the average household in a specific city. The following section shows how the cost of living in nine Washington cities compared with the national average over the years. We then combined the nine into an index for Washington. The local differences in prices of goods and services for the average consumer are captured through a cost of living as an index (COLI). The index is set to 100, which is equal to the cost of living in the average American city. If a city's COLI is above 100, it is a more expensive than average place to live in the U.S. Likewise, if it is less than 100, it means local living costs are less than average.

The following section summarizes the COLI for major metropolitan areas in Washington. These geographic regions are available through the Council for Community and Economic Research, where this data is sourced. This composite index contains spending data across six categories: food, housing, utilities, transportation, health care, and miscellaneous goods and services.

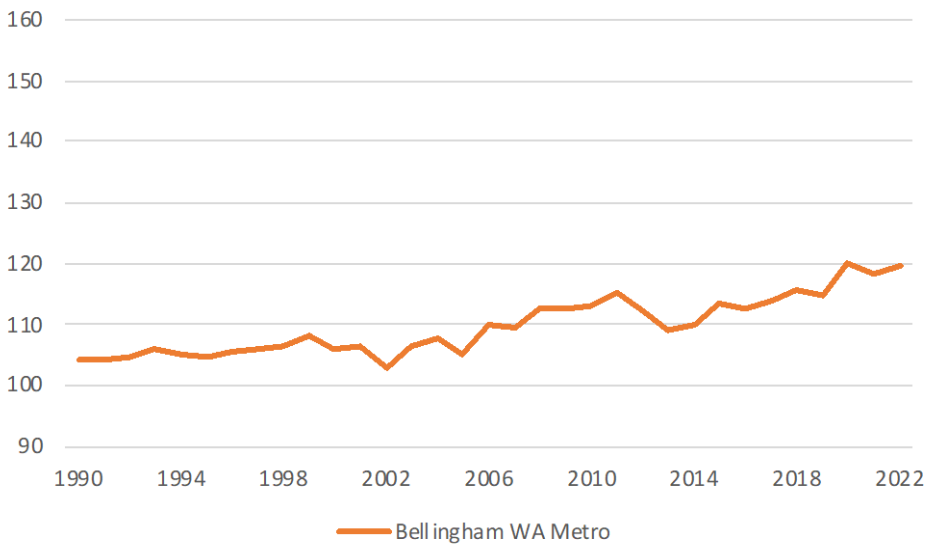
- Bellingham Metro
- Kennewick-Richland
- Olympia-Lacey-Tumwater
- Seattle-Bellevue-Kent
- Spokane and Spokane Valley
- Tacoma-Lakewood
- Portland-Vancouver-Hillsboro
- Wenatchee
- Yakima

Bellingham Metropolitan Area

In 1990, the COLI for Bellingham was 104, meaning it cost 4% more to live in Bellingham in 1990 than in the average American city. Figure 1 shows that this gap widened, particularly in the last

10 years. In 2022, Bellingham’s COLI was nearly 120. It costs 20% more to live in Bellingham than in the average American city.

Figure 1: Cost of Living Index Bellingham WA Metro Relative to U.S. Average

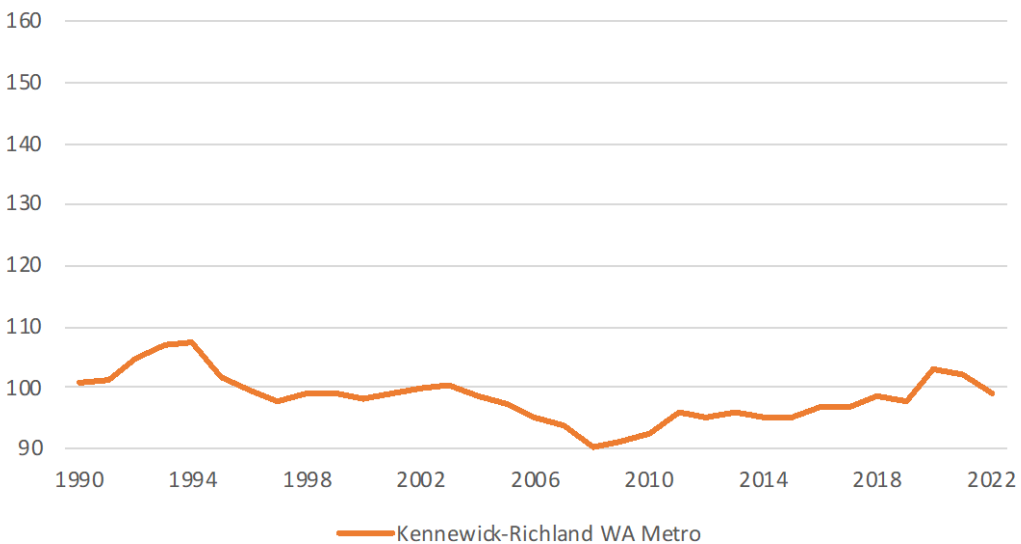


Source: Council for Community and Economic Research.

Kennewick-Richland Metropolitan Area

In 1990, the COLI for Kennewick-Richland was one percent higher than the national average. As Figure 2 illustrates, the COLI has fallen below 100, indicating that living in the Tri-Cities area is slightly cheaper than the average American city.

Figure 2: Cost of Living Index Kennewick-Richland WA Metro Relative to U.S. Average

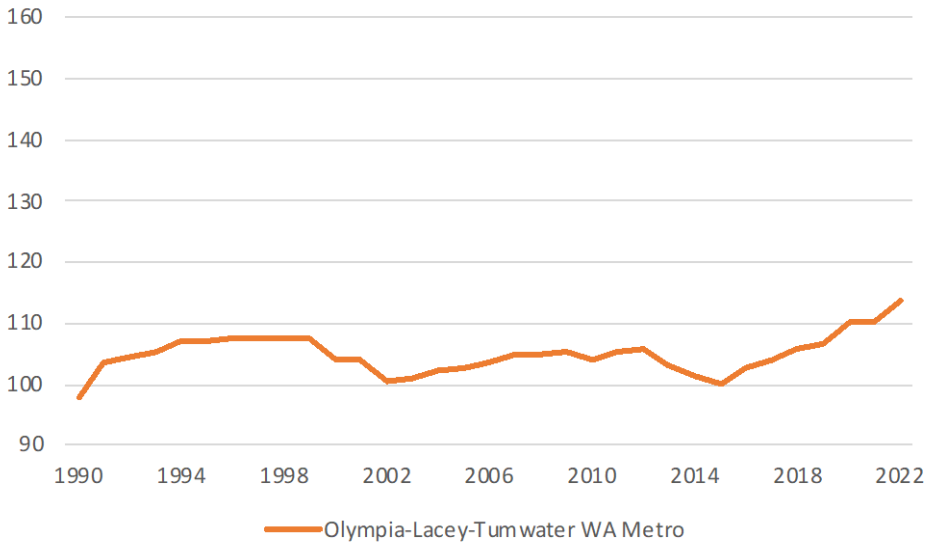


Source: Council for Community and Economic Research.

Olympia-Lacey-Tumwater Metropolitan Area

It was about 2% cheaper to live in the Olympia-Lacey-Tumwater WA Metro area in 1990 than in the average U.S. city. Today, it costs 14% more. The change happened quickly over the past seven years.

Figure 3: Cost of Living Index Olympia-Lacey-Tumwater WA Metro Relative to U.S. Average

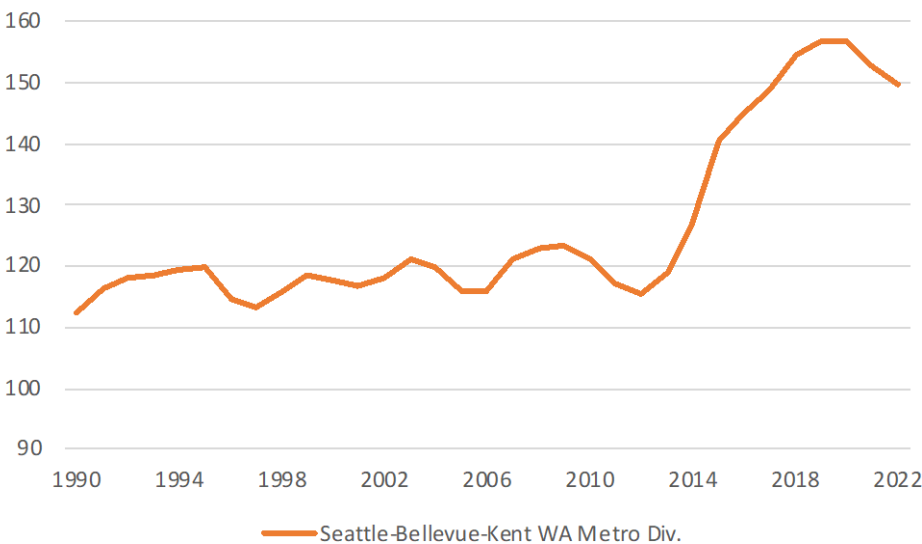


Source: Council for Community and Economic Research.

Seattle-Bellevue-Kent Metropolitan Area

Living in the Seattle-Bellevue-Kent WA Metro cost considerably more than in the average city over the past 33 years. The gap has only widened over time from 12% in 1990 to nearly 50% in 2022, as shown in Figure 4 (attributed in large part to increases in housing costs).

Figure 4: Cost of Living Index Seattle-Bellevue-Kent WA Metro Relative to U.S. Average

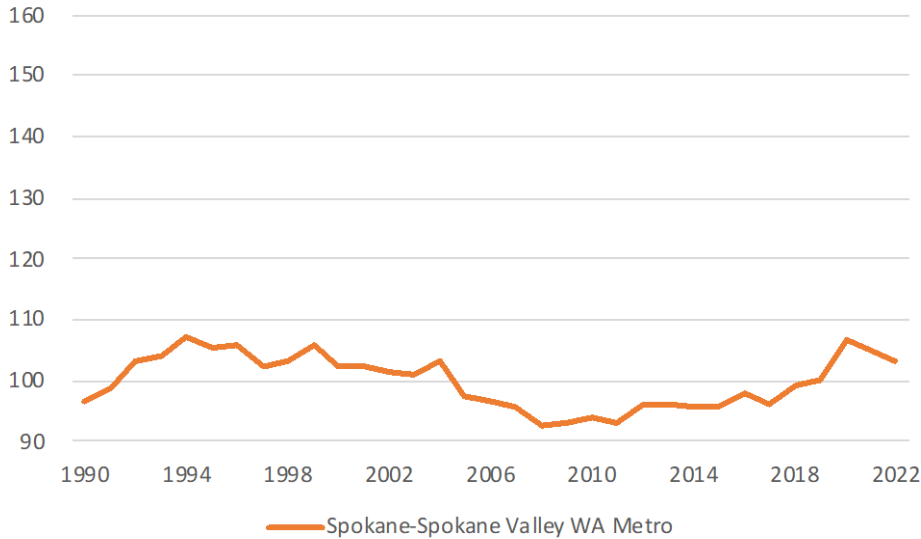


Source: Council for Community and Economic Research.

Spokane and Spokane Valley Metropolitan Area

Figure 5 shows that the cost of living in Spokane and the Spokane Valley WA Metro has held nearly even with the rest of the country. In 1990, it was 3% cheaper to live in the Spokane in 1990, and today it costs 3% more.

Figure 5: Cost of Living Index Spokane and Spokane Valley WA Metro Relative to U.S. Average

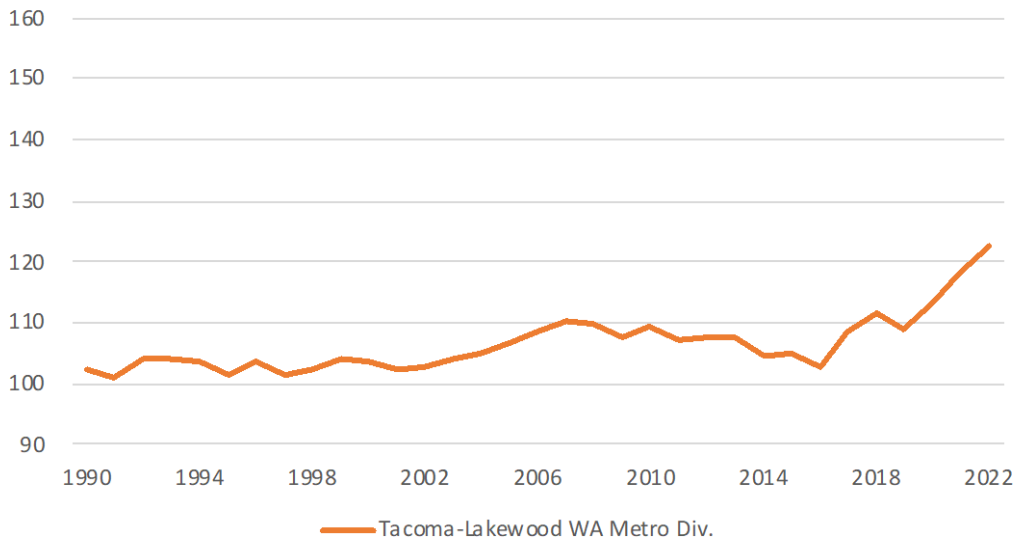


Source: Council for Community and Economic Research.

Tacoma-Lakewood Metropolitan Area

It cost 2% more to live in the Tacoma-Lakewood WA Metro area than in the average American city in 1990. Today, it costs 23% more, as illustrated in Figure 6.

Figure 6: Cost of Living Index Tacoma-Lakewood WA Metro Relative to U.S. Average

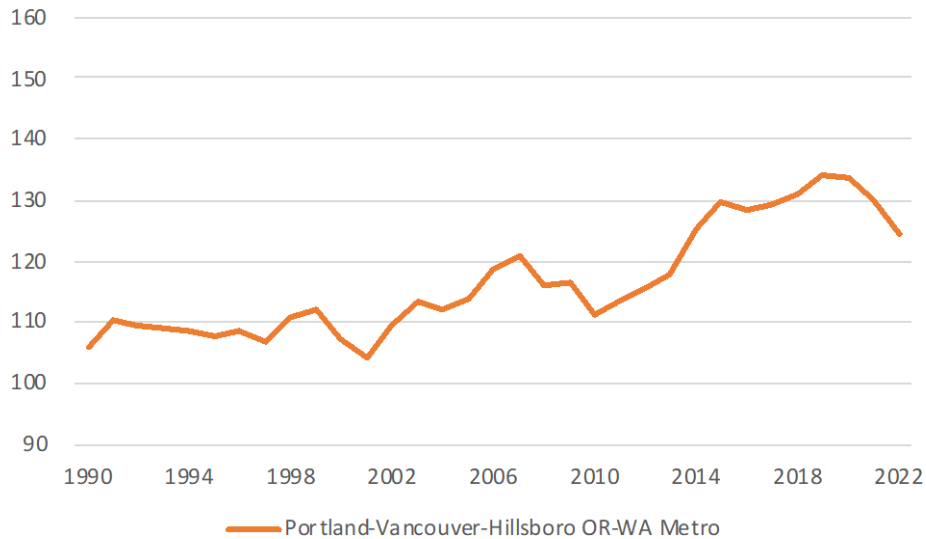


Source: Council for Community and Economic Research.

Portland-Vancouver-Hillsboro OR-WA Metropolitan Area

Vancouver, Washington, shares its metro area with Portland. In the past, rent and housing costs were markedly less in Vancouver. However, that gap has shrunk in recent years. Figure 7 shows that the cost of living in Vancouver was 24% above the national average.

Figure 7: Cost of Living Index Portland-Vancouver-Hillsboro OR-WA Metro Relative to U.S. Average

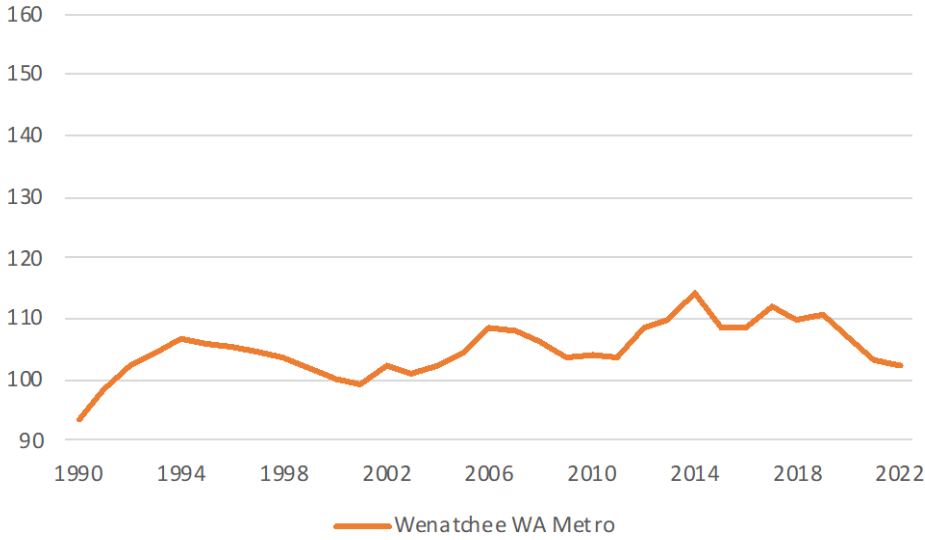


Source: Council for Community and Economic Research.

Wenatchee Metropolitan Area

Like most parts of Washington outside of the Seattle region, the cost of living has followed the national trends. Wenatchee, Washington, Metro is an example of this. The COLI there in 1990 was 93, meaning it cost 7% less to live in Wenatchee than it did in the average U.S. city. Today the COLI is 102, 2% above the national average, as shown in Figure 8.

Figure 8: Cost of Living Index Wenatchee WA Metro Relative to U.S. Average

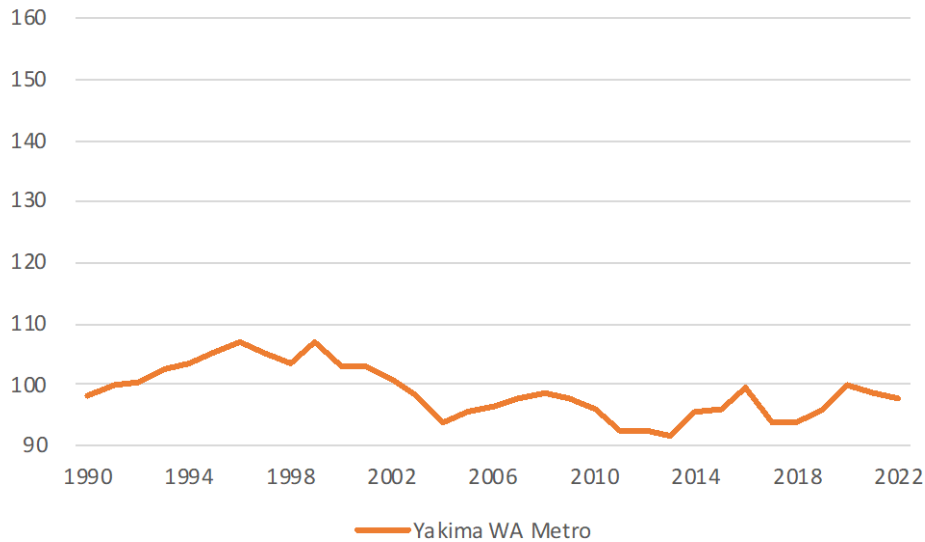


Source: Council for Community and Economic Research.

Yakima Metropolitan Area

Yakima’s COLI in 2022 was 98, which is the same as it was in 1990. The cost of living there was and is today about 2% less than the national average.

Figure 9: Cost of Living Index Yakima WA Metro Relative to U.S. Average



Source: Council for Community and Economic Research.

Inflation Impacts

How has COLI compared to Inflation?

Inflation is measured as the change in the CPI and is a national figure. The analysis creates a combined measure by joining the national inflation rate with the COLI of a metro area. In a sense, these “local CPIs” can tell us how much the cost of living has risen in an area relative to other areas and national inflation. Since 2000, inflation in the U.S. has been 2.1% a year.¹ In Washington, only one area was lower; Yakima was 2.0%. In 2022, prices rose fastest in the Seattle suburbs, but not Seattle.

Table 1: Inflation by area, various time spans, and fitted annual rates.

Area	Since 2000	Since 2007	Since 2019	Last year
United States	2.1%	1.9%	4.6%	8.0%
Nine Washington metro areas:				
Bellingham WA Metro	2.7%	2.4%	5.7%	9.2%
Kennewick-Richland WA Metro	2.2%	2.6%	4.9%	4.9%
Olympia-Lacey-Tumwater WA Metro	2.4%	2.3%	6.7%	11.4%
Seattle-Bellevue-Kent WA Metro Div.	3.6%	4.2%	3.0%	6.0%
Spokane-Spokane Valley WA Metro	2.2%	2.7%	5.3%	6.1%
Tacoma-Lakewood WA Metro Div.	2.6%	2.4%	8.9%	12.2%
Portland-Vancouver-Hillsboro OR-WA Metro	3.1%	3.0%	2.0%	3.2%
Wenatchee WA Metro	2.4%	1.9%	1.9%	7.0%
Yakima WA Metro	2.0%	2.0%	5.1%	7.0%

Sources: BLS, ECONorthwest, and Council for Community and Economic Research.

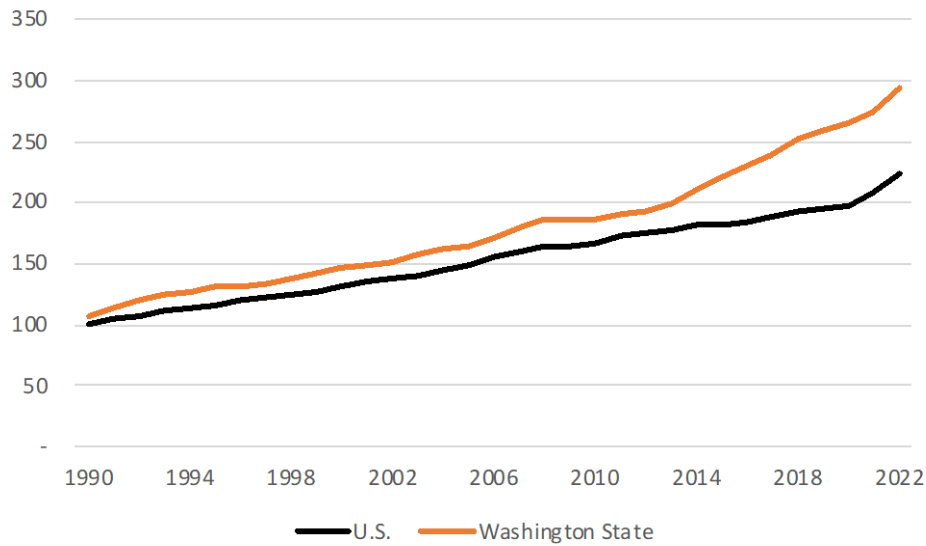
Elevated inflation levels began showing up in the Seattle area about 10 years ago and gradually migrated to other parts of the state. Rates throughout the state increased after 2020 largely because the national inflation rate was climbing. In 2022, U.S. inflation rate hit 8.0%—a 40-year high. In 2020, it was only 1.3%. Locally, the cost of living rose in all nine Washington metro areas; only three saw increases greater than the national average.

How Did Prices in Washington Compare to U.S. Since 1990?

The analysis calculates an overall Washington COLI by combining the COLIs of the nine metro areas weighted by their populations each year from 1990 to 2022. The result approximates how much the cost of living has changed over time statewide. In Figure 10, Washington is compared to the U.S. The CPI was indexed to 1990, equaling 100, to make it easier to compare side-by-side. In that year, the Washington COLI was 106.47. In other words, it would have taken \$106.47 to buy the same mix of goods and services that would have cost \$100 in the average U.S. city.

¹ We calculated inflation using a loglinear regression method that weighs data for every year in the period equally. This differs from the simple, but sometimes misleading method of calculation annual growth rates using just the first and last years.

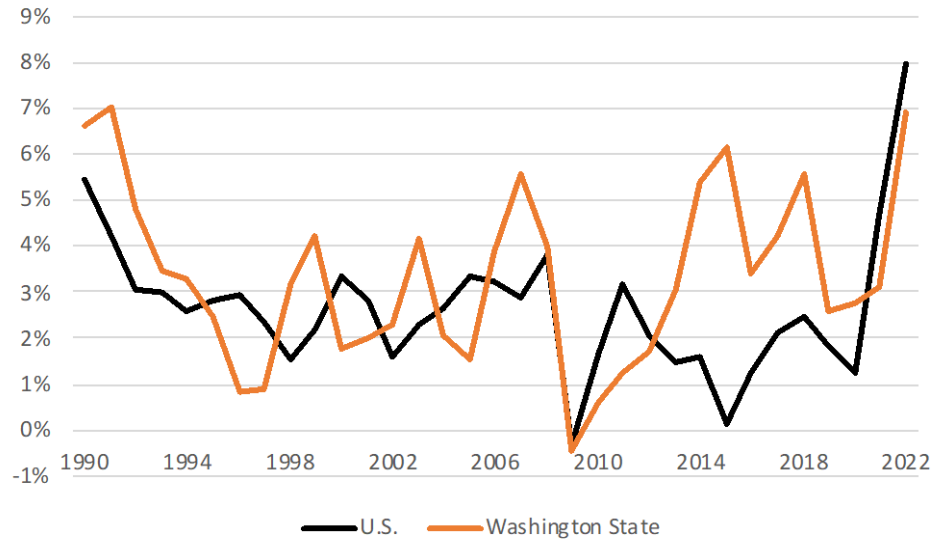
Figure 10: Historical Trends in the U.S. CPI and the Washington Average Cost of Living, 1990 – 2022



Sources: ECONorthwest, U.S. Bureau of Labor Statistics, and the Council for Community and Economic Research.

In 2022, the U.S. CPI was 223.95; that is, to buy what would have cost \$100.00 in 1990 would have cost \$223.95 in 2022. In Washington in 2022, it would cost \$293.85 for the same goods and services. What is clear from Figure 10 is that Washington was, and has remained, an expensive place to live. The acceleration from that trend grew after 2012.

Figure 11 illustrates annual inflation. Most years, inflation was higher in Washington than in the rest of the country. The biggest price increase differences happened after 2012. Housing costs rose far faster in Washington. However, it was not just housing. The prices of every major cost category rose more in Washington than in the U.S. In Seattle and Olympia, prices in labor-intensive categories rose sharply. This reflected rising wage rates. As labor shortages grew, so did the costs of eating out, getting haircuts, seeing live performances, and groceries—all consumer expenses with high labor components.

Figure 11: Annual Inflation in the U.S. and Washington, 1990 - 2022

Sources: ECONorthwest, U.S. Bureau of Labor Statistics, and the Council for Community and Economic Research.

2021 was the first year since 2012 that inflation in Washington came in lower than the national rate. We believe this is because goods and commodities were leading national inflation in the previous two years. Their prices are shared nationally, if not globally, and less so on local economic conditions like housing supply and labor costs.

Wages and Inflation

Have Washington's wages kept pace with the cost of living?

The BLS surveys businesses and government entities yearly, asking about what they pay workers in various occupations. They then publish the data by state and area.² However, there are challenges using this data source. First, it is a survey, not a census. Second, it is a random sample. The BLS may ask an unusually high-paying establishment one year, but not in the next year. For national totals, the effects of this wash out over the averages as it does for occupations with many workers.

However, for many occupations and at the local level, for example, Olympia, the year-to-year differences can be large and not reflective of the overall labor market. Another issue with wage data is the job definitions. They change over time so getting robust trend data on paramedics might be challenging since past definitions may have included those working as firefighters, but then redefined in later surveys to exclude firefighters under the paramedic occupation.

The analysis went through the past survey results and developed stable job categories. While the analysis gathered local market data, it was decided to use statewide wage rates because they were consistent over time. The following job categories were used based on occupational guidance provided by BDS Planning.

- Property, real estate, & community association managers
- Community & social service occupations
- Teaching assistants, K-12
- Home health & personal care aides
- EMTs & paramedics

Table 2 lists the five occupations, the number of workers in Washington in 2021, and wage rate increases for each occupation. Note that the property manager and EMT categories have fewer workers than the others, so the state wage data for those is more variable. In other words, there is a wider survey error that affects the reliability of the wage growth rates shown for those two occupations.

² The data can be found at the BLS website: <https://www.bls.gov/bls/blswage.htm>

Table 2: Annual Cost of Living Change Compared to Wage Rate Increases for Selected Occupations

Area/Occupation	Since 2000	Since 2007	Since 2019	Last year
Washington state cost of living	3.1%	3.4%	4.1%	6.9%
Occupation and number of workers in 2021:				
Residential property managers (2,400)	2.7%	3.3%	7.1%	10.0%
Community & social service jobs (57,590)	2.5%	2.6%	5.8%	7.9%
K-12 teaching assistants (37,640)	2.8%	2.7%	6.9%	5.7%
Home health & personal aides (62,890)	3.1%	3.6%	8.4%	8.8%
EMTs and paramedics (5,000)	3.4%	3.4%	4.5%	11.1%

Sources: BLS, ECONorthwest, and Council for Community and Economic Research.

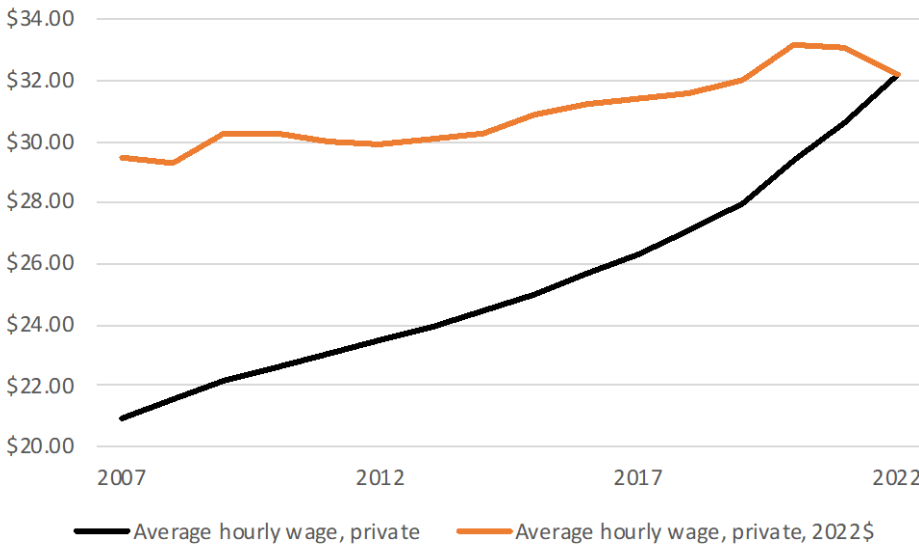
The analysis finds that three of the five occupations had not kept up with the cost of living since 2000. Since 2007, two saw wage increases greater than the cost of living, two had not, and one kept even. Since 2019, however, all five occupations saw wage rates climb faster than the cost of living in Washington.

How has the hourly wage growth in the U.S. private sector compared to inflation?

Although many politicians on both the right and left state that wages are not keeping up with the cost of living, the average hourly wage in the private sector rose 54% since 2007, well above the 41% rise in prices.³ This is to be expected since nominal hourly wage rates tend to increase with both productivity changes (*i.e.*, how much work is done per hour) and inflation. Nominal means wages are not adjusted for inflation. Take inflation out, as shown in Figure 12, and hourly wages have risen since 2007.

³ The Census collects average private sector wages each month and has been doing so since 2007. Similar data on all employees is not reported.

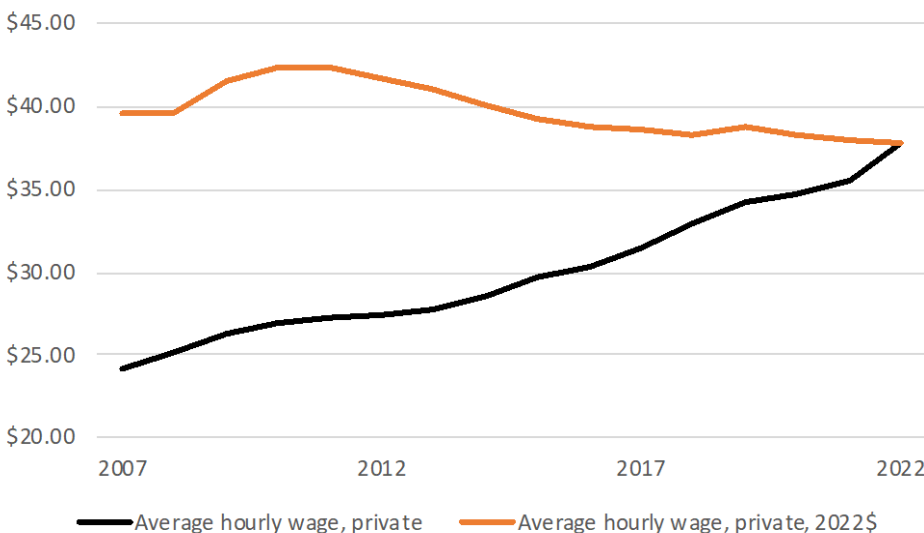
Figure 12: Average Wage Rates, Private Sector Jobs, United States, 2007 – 2022, in Nominal and Inflation Adjusted Dollars per Hour



Sources: ECONorthwest, U.S. Bureau of Labor Statistics, and the U.S. Census Current Employment Statistics.

However, in Washington, average hourly private sector wages have not kept up with the cost of living in Washington since 2007. The average private sector wage rate rose 56% since 2007 in Washington. That is more than it did nationwide. However, that was not enough to keep up with the cost of living in the state. Adjusted for the cost of living, the average private sector worker earned 4.6% less per hour in 2022 than in 2007. This downward trend is evident in Figure 13.

Figure 13: Average Wage Rates, Private Sector Jobs, Washington, 2007 – 2022, in Nominal and Cost of Living Adjusted Dollars per Hour

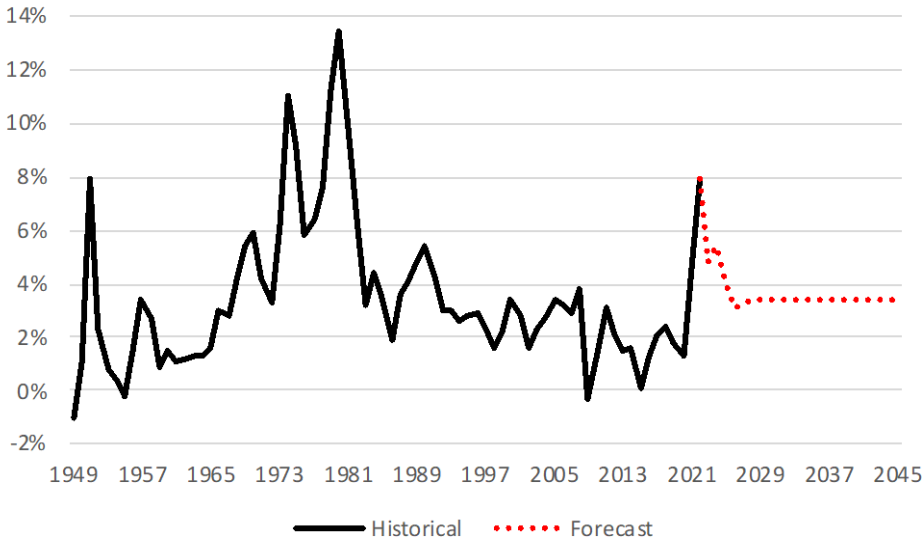


Sources: ECONorthwest, U.S. Bureau of Labor Statistics, Council for Community and Economic Research, and the U.S. Census Current Employment Statistics.

What are the expectations for inflation moving forward?

ECONorthwest produces a CPI. The following chart shows historical and forecast inflation (Figure 14). It is instructive to note that while the recent bout of high inflation was disconcerting to many, it was not unusual over the longer course of history. What was unusual was the protracted abnormally low inflation between 1990 and 2020.

Figure 14: U.S. Consumer Price Index Inflation, 1949 - 2045



Sources: ECONorthwest and the U.S. Bureau of Labor Statistics.

ECONorthwest’s forecast has inflation coming off its 8% peak seen in 2022, dropping just below 5% this year (2023). However, the analysis also forecasts inflation moving up slightly in 2024. That is based on our belief that the Federal Reserve, which controls the banking system and the currency, will be less aggressive in bringing down inflation for much of the rest of this year. Their recent tightening of credit conditions and raising interest rates have caused some stress in banking systems, so the less aggressive stance should buy them time. Doing so will keep inflation from falling to the hoped-for level of 2%. This, like all forecasts, is a speculation. However, it does reflect what we see happening and what economic history suggests is possible.

Final Observations

Over the long run, wages rise in combination with inflation and productivity. Overall, private sector wages in the U.S. increased by over 9% more than the cost of living. In the last 15 years, wages for the five occupations selected for the client have kept up with the cost of living in Washington. However, average wages for all private sector jobs in Washington did not. The cost of living in Washington has been rising faster than the national average for years. It has been particularly bad in Seattle, the Seattle suburbs, and Vancouver. In 2022, the cost of living in metro areas outside Seattle rose faster than in Seattle. This may reflect relatively more robust income growth in those areas.

Appendix E Job Market Comparisons

Overview

There are 5 Profession Tabs on this spreadsheet, all with identical columns for data collection. The first is for homeless shelter jobs, and the rest are comparable fields that were identified and agreed upon by our Advisory Committee.

Homeless Service Providers

Any frontline worker in the HSP sector where the worker will deal directly with clients who are currently experiencing homelessness. We do not include Director, C-class, lobbyists, fundraisers in the definition of frontline workers. The person in question should have to speak with clients and/or be present in the day to day shelter or clinic activities.

Keywords for search: "homeless services" "housing assistance" "homeless" "temporary housing"

Job Titles: Caseworker, Case Manager, Social Worker, Counselor, Intake, Shelter Staff, Shelter Attendant, Life Coach, Care Counselor, Program Specialist, Coordinator, Behavioral Health Specialist, Therapist, Advocate, Outreach, Associate, Assistant, Receptionist. Supervisor or Manager ONLY IF job description explicitly includes working directly with clients on a regular basis.

Affordable Housing Workers

Workers who manage affordable housing units, housing authority workers, refugee resettlement, provide direct support to low-income individuals seeking rental housing, people seeking housing after being discharged from incarceration. No director, C-class, lobbyists, or fundraisers, no shelter workers. Grounds for comparison: many HSP workers exit into this field, similar education level, navigating resources, knowledge of housing options and services, resources and referrals, directly interface with similar populations.

Keywords for search: "low-income housing" "subsidized housing" "transitional housing" "refugee resettlement" "housing authority"

Job Titles: Case Manager, Property Manager, Coordinator, Leasing Agent

Emergency Responders and Crisis Intervention

Looking for responders who deal directly with the public when there is a crisis. This can include ambulance drivers, EMTs, 911 operators, suicide hotline operators, 211 operators, disaster relief personnel. No cops or firefighters since their jobs vary too much and have very different risks associated. Grounds for comparison: crisis management, education level, street intervention, health and safety risks, resources and referrals, secondary trauma.

Keywords for search: "EMT" "Emergency Medical Technician" "Emergency Dispatcher" "911 Operator" "211 Operator" "Crisis Intervention" "Crisis hotline" "Suicide Hotline"

Job Titles: EMT, Ambulance Driver, 911 Dispatcher, 211 Dispatcher, Communications Specialist, Crisis Stabilization Specialist, Suicide Hotline Counselor, Emergency Intervention worker, Behavioral Health Technician

Certified Nursing Assistant, HomeCare

CNAs and homecare workers have similar education requirements to HSPs, provide specialized care for people, and their clients can be low-income and can have special medical, physical, or mental health needs. Some other public health sector jobs such as Behavioral Health Care providers may fit into this group as well, provided they are not PhD level and the job is in a public health setting (no expensive private practice providers for affluent clients). Grounds for comparison: navigating behavioral health issues, medical needs, health and safety risks, educational level, one-on-one care, client relationships.

Keywords for search: "Certified Nursing Assistant" "CNA" "HomeCare" "home care" "Public Health" "Behavioral Health" "home health"

Job Titles: CNA, Homecare worker/specialist, Home Health Aid, Caregiver, Med Tech, Residential Specialist, Patient Services, Live-In Care, Behavioral Health Specialist, Counselor

Appendix E Job Market Comparisons

Para-Educators

Minimum education requirement is Associate's degree or passage of a paraeducation test. No or low-level of formal mental health training required. Work with population that have special mental health needs. Emotional and social support, advocate on behalf of students for resources and services. De-escalation and crisis intervention skills. Commonly work in public setting (schools) that has impact on broader community. Grounds for comparison: education level, public setting, community impact, one-on-one care, behavioral health issues.

Keywords for Search: "teacher assistant" "special ed" "special education" "classroom assistant" "classroom support" "paraeducation" "para-education" "paraeducator" "para-educator" "paraprofessional" "para-professional"

Job Titles: Paraeducator, Para-Educator, Teacher's Assistant, Classroom Assistant

Homeless Service Provider Roles

ID	Title	Salary	Wage Type	Employment	City_BDS
1	Homeless Outreach Worker	\$18 - \$23 an hour	Hourly	Full-time	Tacoma
2	Data Entry & Coordinated Entry Intake S	\$22 an hour	Hourly	Part-time	Thurston Coun
4	Health and Homeless Services Case Ma	\$21.00 - \$24.15 an hour	Hourly	Monday to Friday	Yakima
5	HUD-VASH Project Based Housing Coor	\$88,860 - \$115,518 a year	Salary	Part-time	Vancouver
6	Community Outreach Specialist - Everett	\$6,107 - \$7,946 a month	Salary	Full-time	Everett
7	PT Employment Specialist - Lakewood	\$24.52 - \$37.50 an hour	Hourly	Part-time	Lakewood
8	Outreach Specialist	\$63,924 - \$74,784 a year	Salary	Full-time	Mount Vernon
9	Community Health Case Manager II - Bili	\$52,000 - \$57,782 a year	Salary	Full-time	Seattle
10	Outreach Worker	\$21.00 - \$24.15 an hour	Hourly	Monday to Friday	Sunnyside
11	PROGRAM SUPPORT SUPERVISOR	\$3,845 - \$5,164 a month	Salary	Weekend availability	Seattle
12	Community Health Navigator, King Coun	\$25 - \$35 an hour	Hourly	Full-time	Pasco
13	Community Connector	\$16.40 - \$31.97 an hour	Hourly	Full-time	Bothell
14	Compliance Coordinator	\$85,000 - \$95,000 a year	Salary	Full-time	Seattle
15	Lead SSVF Case Manager	\$28 an hour	Hourly	Full-time	Renton
16	Family Resource Coordinator	\$47,840 - \$58,240 a year	Salary	Full-time	Everett
17	Community Health Navigator, Thurston C	\$25 - \$35 an hour	Hourly	Full-time	Pasco
18	Hospitality and Engagement Specialist	\$23.50 - \$24.50 an hour	Hourly	Part-time	Olympia
19	Social Worker (HUD-VASH)	\$57,118 - \$89,835 a year	Salary	Part-time	Spokane
21	Clinic Based Community Care Coordinat	\$50,671 - \$76,006.00 a year	Salary	Full-time	Seattle
22	Psychiatric Consultant - CReW	Starting at \$150 an hour	Hourly	Part-time	Seattle
23	Disease Research and Intervention Spec	\$69,368 - \$87,942 a year	Salary	Temporary	Seattle
24	Community Health Worker - Population I	\$16.50 - \$24.82	Hourly	Full-time	Spokane
25	DSHS ESA Social Service Specialist 2	\$4,656 - \$6,260 a month	Salary	Full-time	Oak Harbor
27	Housing & Foster Youth Resource Speci	\$42,852 - \$57,216 a year	Salary	Full-time	Shoreline
28	Behavioral and Housing Crisis Specialist	\$29.46 - \$32.53 an hour	Hourly	Full-time	Seattle
30	TBRA Housing Case Manager (Part-time	\$22.33 - \$30.25 an hour	Hourly	Part-time	Everett
31	Case Manager	\$25 an hour	Hourly	Full-time	Vancouver
32	Shelter Life Coach	\$23 an hour	Hourly	Full-time	Seattle
33	Service Manager - St. Martin de Porres	\$26.32 - \$29.28	Hourly	Full-time	Seattle
34	Crisis Response Specialist - Limited Terr	\$76,677 - \$93,194 a year	Salary	Full-time	Des Moines
35	Temporary Full-Time Housing Program M	\$4,138 - \$5,371 a month	Salary	Temporary	Kennewick
36	Case Manager I	\$18.95 - \$26.53 an hour	Hourly	Full-time	Seattle
37	Crisis Response Social Worker	\$78,785 - \$108,714 a year	Salary	Weekend availability	Bellevue
38	Prevention Specialist	\$25 an hour	Hourly	Full-time	Seattle
39	Residential Advocate - Sand Point Famil	\$21.43 - \$25.69 an hour	Hourly	Part-time	Seattle
40	Program Supervisor I	\$21.46 - \$26.83 an hour	Hourly	Full-time	Tacoma
41	Housing Assessor Case Manager	\$25 an hour	Hourly	Full-time	Renton
42	Substance Use Disorder Professional	\$60,000 - \$70,000 a year	Salary	Full-time	Bellevue
43	FT Temp Intake Diversion Specialist	\$25 an hour	Hourly	Full-time - temp+1 - te	Seattle
44	Housing Case Manager, RVC	\$25.11 an hour	Hourly	Full-time	Renton
45	2023-24 School Social Work Recruitmen	\$57,096 - \$132,149 a year	Salary	Full-time	Seattle

Homeless Service Provider Roles

ID	Title	Salary	Wage Type	Employment	City_BDS
46	Hospitality and Engagement Specialist	\$24.50 - \$25.00 an hour	Hourly	Full-time	Renton
47	Case Manager/Social Worker - Homeless	\$20 - \$24 an hour	Hourly	Full-time	Everett
48	Program Coordinator	\$23.20 - \$29.18 an hour	Hourly	Full-time	Seattle
49	CDL Driver and Community Engagement	\$22 an hour	Hourly	Full-time	Spokane
50	Street Outreach System Coordinator: Do	\$74,000	Salary	Full-time	Seattle
51	MENTAL HEALTH SPECIALIST 2	\$19.81 - \$28.32 an hour	Hourly	Part-time	Seattle
52	MENTAL HEALTH CASE MANAGER	\$21 - \$23 an hour	Hourly	Full-time	Stanwood
53	Outreach Specialist (WA)	\$20 an hour	Hourly	Full-time	Vancouver
54	Program Manager III - PSH Program	\$58,700 - \$65,300 a year	Salary	Full-time	Seattle
55	Case Manager - WHEEL	\$23.00 - \$25.57 an hour	Hourly	Full-time	Seattle
56	Translator-Interpreter, Recruitment and E	\$16.00 - \$22.50 an hour	Hourly	Full-time	Bellingham
57	Advocate (Full-time) - Bridge Shelter	From \$20.12 an hour	Hourly	Full-time	Seattle
58	Engagement Specialist - Isis / Ravenna H	\$21.19 an hour	Hourly	Full-time	Seattle
59	Client Services- Employment Specialist	\$21.00 - \$29.20 an hour	Hourly	Full-time	SeaTac
60	Middle School / K8 - Social Worker - 0.5	\$57,096 - \$132,149 a year	Salary	Part-time	Seattle
61	Case Manager	\$25 an hour	Hourly	Full-time	Vancouver
62	Case Manager I	\$18.95 - \$26.53 an hour	Hourly	Full-time	Seattle
63	Youth Engagement Specialist	\$17.00 - \$21.78 an hour	Hourly	Full-time	Tacoma
64	Program Supervisor - HOPE Center	\$25.50 - \$29.88 an hour	Hourly	Full-time	Seattle
65	Case Manager - Isis / Ravenna House	\$24.65 an hour	Hourly	Full-time	Seattle
66	Domestic Violence Coordinated Entry Sp	\$18 an hour	Hourly	Full-time	Tacoma
67	CASE MANAGER	\$23.00 - \$28.80 an hour	Hourly	Full-time	Seattle
68	Project Manager - Hobson Place	\$86,834 - \$98,241 a year	Salary	Day shift	Seattle
70	Housing & Community Support Specialis	\$43,547 - \$60,946 a year	Salary	Assume Full-time	Spokane
71	Mental Health Professional	\$27.00 - \$32.81 an hour	Hourly	Full-time	Tacoma
72	Housing Navigator / Intervention Speciali	\$25 an hour	Hourly	Full-time	Renton
73	Veterans Engagement Specialist – CCB	\$18.75 - \$19.75 an hour	Hourly	Full-time+1	Vancouver
74	Care Coordinator II - Skagit Engagement	\$22.63 - \$25.22 an hour	Hourly	Full-time	Burlington
75	Crosswalk Shelter Support Staff (Full-Tin	\$20 an hour	Hourly	Full-time +1	Spokane
76	Employment Case Management - East A	From \$25 an hour	Hourly	Full-time	SeaTac
77	Housing Case Manager	\$22 - \$24 an hour	Hourly	Full-time	Everett
78	Case Manager	\$21.94 - \$27.41 an hour	Hourly	Part-time	Tacoma
79	Community Health Worker	\$15.87 - \$28.65 an hour	Hourly	Full-time	Bremerton
80	Case Manager - Engagement Center - C	\$24.65 an hour	Hourly	Full-time	Seattle
81	Mobile Medical Program Public Health N	\$36.65 - \$50.07 an hour	Hourly	Temporary	King County
82	Outreach Worker	\$17 - \$21 an hour	Hourly	Full-time	Yakima
83	Outreach Case Manager	\$21.46 - \$24.15 an hour	Hourly	Full-time	Olympia
84	Clinical Supervisor I - SUD (Matt Talbot C	\$64,700 - \$71,900 a year	Salary	Full-time	Seattle
85	Housing Case Manager (Rapid Re-Housi	From \$46,000 a year	Salary	Full-time	Olympia
86	Case Manager II	\$20.46 - \$28.65 an hour	Hourly	Full-time	Seattle
87	Peer Outreach Specialist(Hybrid)	\$40,200 - \$42,400 a year	Salary	Full-time	Tacoma
88	WBC - Case Manager - VTP (TEMPORA	From \$27 an hour	Hourly	Full-time	Seattle

Homeless Service Provider Roles

ID	Title	Salary	Wage Type	Employment	City_BDS
89	Housing Case Manager	\$22.33 - \$32.53 an hour	Hourly	Full-time	Seattle
90	Skagit Friendship House-Program: Skagit	\$18.70 - \$19.25 an hour	Hourly	Part-time	Burlington
91	Supportive Housing Case Manager	\$20 - \$23 an hour	Hourly	Full-time	Bellingham
92	Community Street Outreach Worker	\$21.19 an hour	Hourly	Full-time	Seattle
93	Front Line Homeless Shelter Staff - On-C	\$18.09 - \$19.47 an hour	Hourly	Weekend availability	Spokane
94	Case Manager - MSW	\$63,924 - \$74,784 a year	Salary	Full-time	Mount Vernon
95	School Based Community Care Coordinat	\$50,671 a year	Salary	Full-time	Seattle
96	Diversion Specialist	\$20.10 - \$21.11 an hour	Hourly	Full-time	Spokane
97	OUD/SUD Peer Support Specialist	\$18.09 - \$19.00 an hour	Hourly	Full-time	Spokane
98	Housing Case Manager	\$19.30 - \$25.04 an hour	Hourly	Full-time	Vancouver
100	Program Supervisor II	\$23.00 - \$28.71 an hour	Hourly	Full-time	Olympia
101	Outreach Case Manager	\$21.46 - \$24.15 an hour	Hourly	Full-time	Olympia
102	Enrollment and Outreach Coordinator-Of	\$20.94 - \$22.19 an hour	Hourly	Full-time	Seattle
103	Housing First Specialist	\$22.04 - \$23.04 an hour	Hourly	Full-time	Olympia
104	Direct Care Staff (Day/Swing Shift)	\$24.00 - \$26.40 an hour	Hourly	Part-time	Seattle
106	Coordinated Entry Care Specialist(s)	\$20.42 - \$22.54 an hour	Hourly	Full-time	Mount Vernon
107	Outreach Specialist	\$20.42 - \$22.54 an hour	Hourly	Full-time	Mount Vernon
108	Community Health Navigator, Clallam, M	\$25 - \$35 an hour	Hourly	Full-time	Pasco
109	Housing Case Manager	\$24 an hour	Hourly	Full-time	Seattle
110	Advocate (Full Time) - Michael's Place	From \$20.12 an hour	Hourly	Full-time +1	Seattle
111	Night Program Assistant, Don's Place	\$20.96 an hour	Hourly	Full-time	Auburn
112	Domestic Violence Housing Case Manag	\$20.00 - \$21.19 an hour	Hourly	Full-time	Olympia
113	Housing Case Manager	\$22.04 - \$23.04 an hour	Hourly	Full-time	Olympia
115	Housing Case Manager - Mobile Health (	Case Manager I (Bachelor's Degree) - \$19.30 - \$21.22Cas	Hourly	Full-time	Vancouver
116	Case Manager, Housing - HYS-HES	\$23.00 - \$28.75 an hour	Hourly		Kirkland
117	Front Desk Resident Assistant	\$19.41 - \$20.51 an hour	Hourly	Full-time	Seattle
119	Rosie's Case Manager	\$20.33 an hour	Hourly	Full-time	Olympia
120	Case Manager	\$21.46 - \$26.83 an hour	Hourly	Full-time	Tacoma
121	Housing Case Manager	\$20- \$22 an hour	Hourly	Full-time	Moses Lake
122	Client Engagement Specialist	\$16.90 - \$20.10 an hour	Hourly	Full-time	Bremerton
123	Housing & Employment Specialist	\$20 - \$23 an hour	Hourly	Full-time	Everett
124	Outreach Case Manager	\$20.42 - \$22.54 an hour	Hourly	Full-time	Mount Vernon
125	Clinician I - MCAT Monday-Friday 10AM-	\$22.51 an hour	Hourly	Full-time	Spokane
126	Family Resource Navigator	\$22.04 - \$23.04 an hour	Hourly	Full-time	Olympia
127	Shelter Staff	\$16 - \$18 an hour	Hourly	Full-time, Part-time	Everett
128	Housing Stability Case Manager	\$21.46 - \$23.88 an hour	Hourly	Full-time	Tacoma
129	Shift Supervisor, Don's Place	\$23.50 - \$26.50 an hour	Hourly	Full-time	Auburn
130	Community Health Navigator, Clallam, M	\$25 - \$35 an hour	Hourly	Full-time	Pasco
131	Housing Case Manager	\$20.70 - \$25.86 an hour	Hourly	Full-time	Seattle
132	Program Assistant	\$16.66 an hour	Hourly	Full-time	Puyallup
133	Resident Monitor PT (Weekends)	\$15.74 - \$18.37 an hour	Hourly	Part-time	Spokane
134	Case Manager II - Mental Health 269	\$17.30 - \$24.41 an hour	Hourly	Full-time	Tukwila

Homeless Service Provider Roles

ID	Title	Salary	Wage Type	Employment	City_BDS
136	Housing & Foster Youth Resource Speci	\$42 an hour	Hourly	Full-time	Shoreline
137	Youth Advocate	\$43,680 - \$45,760 a year	Salary	Full-time	Tukwila
138	Housing Stability Case Manager	\$21.46 - \$23.88 an hour	Hourly	Full-time	Tacoma
139	Case Manager - Young Adult Housing Pr	\$22 - \$27 an hour	Hourly	Full-time	unsure
141	Community Outreach and Maintenance C	\$18 an hour	Hourly	Full-time	Renton
142	Resident Advocate - Sand Point Family (	\$21.43 - \$25.69 an hour	Hourly	Part-time	Seattle
143	Residential Service Specialist	\$19 an hour	Hourly	Full-time	Everett
144	Shelter Worker - 1AM to 9AM Shift	\$14.49 an hour	Hourly	Full-time	Bremerton
145	Volunteer and Community Relations Coc	\$36,144 - \$46,184 a year	Salary	Full-time	Tacoma
146	Case Manager - (ICM) Swing	\$20.10 - \$21.11 an hour	Hourly	Full-time	Spokane
148	Certified Peer Specialist – Mental Health	\$17.30 - \$24.41 an hour	Hourly	Full-time	Tukwila
149	Compliance Coordinator	\$85,000 - \$95,000 a year	Salary	Full-time	Seattle
150	Residential Advocate - On Call	\$21.43 - \$25.69 an hour	Hourly	Part-time	Seattle
151	Bishop Skylstad Haven Care Coordinato	\$20.10 - \$21.11 an hour	Hourly	Full-time	Pasco
153	Supportive Child Care Coordinator	\$14 - \$18 an hour	Hourly	Part-time	Seattle
154	Street Outreach Case Manager	\$20.33 an hour	Hourly	Full-time	Olympia

ID	Location	Region_BDS	URL	Company	Company_UR	Org_Type_BDS	jobsnippet
1	Tacoma, WA	9 Puget Sound	https://www.inc	Comprehensive Life Resources	https://www.inc	Nonprofit - Secular	Provide outrea
2	Thurston Coun	Southwest	https://www.inc	Olympia Mutual Aid Partners	https://olympa	Nonprofit - Secular	Training and e
4	Yakima, WA	South Central	https://www.inc	Yakima Neighborhood Health Services	https://www.inc	Public Sector	Identification a
5	Vancouver, W	Southwest	https://www.inc	US Veterans Health Administration	https://www.inc	Public Sector	Assessments,
6	Everett, WA	Puget Sound	https://www.inc	The City of Everett	https://www.inc	Public Sector	Make referrals
7	Hybrid remote	Puget Sound	https://www.inc	Career Path Services	https://www.inc	Nonprofit - Secular	Customize a s
8	Mount Vernon,	Northwest	https://www.inc	City of Mount Vernon	https://www.inc	Public Sector	Make referrals
9	Hybrid remote	Puget Sound	https://www.inc	Neighborhood House	https://www.inc	Nonprofit - Secular	We are looking
10	Sunnyside, W/	South Central	https://www.inc	Yakima Neighborhood Health Services	https://www.inc	Public Sector	Identification a
11	Seattle, WA	98 Puget Sound	https://www.inc	University of Washington	https://www.inc	Public Sector	Seek out interg
12	Pasco, WA	99 South Central	https://www.inc	Integra Service Connect	https://www.inc	Private Sector	Work with mer
13	Bothell, WA	98 Puget Sound	https://www.inc	Molina Healthcare	https://www.inc	Public Sector	Provide inform
14	Seattle, WA	98 Puget Sound	https://www.inc	King County Regional Homelessness A	https://kcrha.or	Public Sector	A high level of
15	Renton, WA	9 Puget Sound	https://www.inc	YWCA Seattle King Snohomish	https://www.inc	Nonprofit - Secular	Human service
16	Hybrid remote	Puget Sound	https://www.inc	ChildStrive	https://www.inc	Nonprofit - Secular	Once eligible fi
17	Pasco, WA	99 South Central	https://www.inc	Medzed Llc	https://www.inc	Private Sector	Work with mer
18	Olympia, WA	5 Southwest	https://www.inc	Evergreen Treatment Services & REAC	https://www.inc	Nonprofit - Secular	Experience pro
19	Spokane, WA	Northwest	https://www.inc	US Veterans Health Administration	https://www.inc	Public Sector	Maintains curre
21	Seattle, WA	Puget Sound	https://www.inc	Seattle Childrens Hospital	https://www.inc	Nonprofit - Secular	Provide in-out
22	Seattle, WA	98 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	The Psychiatric
23	Seattle, WA	98 Puget Sound	https://www.inc	King County	https://www.inc	Public Sector	Provide service
24	Spokane, WA	Northwest	https://www.inc	Providence	https://www.inc	Nonprofit - Religious	Ensures memt
25	Oak Harbor, W	Northwest	https://www.inc	State of Washington Dept. of Social anc	https://www.inc	Public Sector	A Master's deg
27	Shoreline, WA	Puget Sound	https://www.inc	Shoreline Community College	https://www.inc	Public Sector	The College is
28	Seattle, WA	98 Puget Sound	https://www.inc	DESC	https://www.inc	Nonprofit - Secular	Actively partici
30	Everett, WA	98 Puget Sound	https://www.inc	Lifelong Health for All	https://www.lif	Nonprofit - Secular	Ensure the hig
31	Vancouver, W/	Southwest	https://www.inc	Janus Youth Programs Inc	https://www.inc	Nonprofit - Secular	The Case Man
32	Seattle, WA	Puget Sound	https://www.inc	YWCA Seattle King Snohomish	https://www.inc	Nonprofit - Secular	A Bachelor's D
33	Seattle, WA	98 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	At least one ye
34	Des Moines, W	Puget Sound	https://www.inc	City of Des Moines Washington	https://www.de	Public Sector	Engage with in
35	Kennewick, W	South Central	https://www.inc	Benton County		Public Sector	Attend appropr
36	Seattle, WA	98 Puget Sound	https://www.inc	Seattles Union Gospel Mission	https://www.inc	Nonprofit - Religious	One year of ex
37	Bellevue, WA	9 Puget Sound	https://www.inc	City of Bellevue	https://www.inc	Public Sector	Respond to rec
38	Seattle, WA	Puget Sound	https://www.inc	Mary's Place	https://www.inc	Nonprofit - Secular	Experience wit
39	Seattle, WA	Puget Sound	https://www.inc	Solid Ground	https://www.so	Nonprofit - Secular	Assists in ensu
40	Tacoma, WA	9 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	BA in social se
41	Renton, WA	9 Puget Sound	https://www.inc	YWCA Seattle King Snohomish	https://www.inc	Nonprofit - Secular	Two years of c
42	Bellevue, WA	Puget Sound	https://www.inc	Congregations for the Homeless	https://cfhome	Nonprofit - Secular	Educate client
43	Seattle, WA	98 Puget Sound	https://www.inc	Mary's Place	https://www.inc	Nonprofit - Secular	Experience wo
44	Renton, WA	Puget Sound	https://www.inc	Compass Housing Alliance	https://www.inc	Nonprofit - Secular	Demonstrated
45	Seattle, WA	98 Puget Sound	https://www.inc	Seattle Public Schools	https://www.inc	Public Sector	Deliver service

ID	Location	Region_BDS	URL	Company	Company_UR	Org_Type_BDS	jobsnippet
46	Renton, WA 98	Puget Sound	https://www.inc	Evergreen Treatment Services & REAC	https://www.inc	Nonprofit - Secular	Experience prc
47	Everett, WA	Puget Sound	https://www.inc	Everett Gospel Mission	https://www.inc	Nonprofit - Religious	Coordinate the
48	Seattle, WA 98	Puget Sound	https://www.inc	Low Income Housing Institute	https://www.inc	Nonprofit - Secular	Work with resit
49	Spokane, WA	Northeast	https://www.inc	The Salvation Army Spokane	https://spokane	Nonprofit - Religious	Provide formal
50	Seattle, WA 98	Puget Sound	https://www.inc	Evergreen Treatment Services & REAC	https://www.inc	Nonprofit - Secular	Participate in c
51	Seattle, WA 98	Puget Sound	https://www.inc	University of Washington	https://www.inc	Public Sector	Passion for wo
52	Stanwood, WA	Puget Sound	https://www.inc	SUNRISE SERVICES INC	https://www.inc	Unsure	Provide service
53	Vancouver, W/	Southwest	https://www.inc	Janus Youth Programs Inc	https://www.inc	Nonprofit - Secular	The Outreach :
54	Seattle, WA 98	Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	Patrick Place /
55	Seattle, WA 98	Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	At least one ye
56	Hybrid remote	Northwest	https://www.inc	Opportunity Council	https://www.inc	Nonprofit - Secular	This position u
57	Seattle, WA 98	Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	Direct service 1
58	Seattle, WA 98	Puget Sound	https://www.inc	YouthCare	https://www.inc	Nonprofit - Secular	Successful cor
59	SeaTac, WA 9	Puget Sound	https://www.inc	Lutheran Community Services Northwe	https://www.inc	Nonprofit - Religious	Two years of e
60	Seattle, WA 98	Puget Sound	https://www.inc	Seattle Public Schools	https://www.inc	Public Sector	Deliver service
61	Vancouver, W/	Southwest	https://www.inc	Janus Youth Programs Inc	https://www.inc	Nonprofit - Secular	The Case Man
62	Seattle, WA 98	Puget Sound	https://www.inc	Seattles Union Gospel Mission	https://www.inc	Nonprofit - Religious	One year of ex
63	Tacoma, WA 9	Puget Sound	https://www.inc	Comprehensive Life Resources	https://www.inc	Nonprofit - Secular	Experience an
64	Seattle, WA 98	Puget Sound	https://www.inc	YouthCare	https://www.inc	Nonprofit - Secular	BA in social se
65	Seattle, WA 98	Puget Sound	https://www.inc	YouthCare	https://www.inc	Nonprofit - Secular	Attend a minir
66	Tacoma, WA 9	Puget Sound	https://www.inc	Korean Women's Association	https://www.inc	Nonprofit - Secular	Knowledge an
67	Seattle, WA 98	Puget Sound	https://www.inc	Africatown Community Land Trust	https://www.afr	Nonprofit - Secular	Experience wo
68	Seattle, WA 98	Puget Sound	https://www.inc	DESC	https://www.inc	Nonprofit - Secular	Bachelors deg
70	Spokane, WA :	Northeast	https://www.inc	Spokane County Washington	https://www.inc	Public Sector	Orchestrates le
71	Tacoma, WA	Puget Sound	https://www.inc	Comprehensive Life Resources	https://www.inc	Nonprofit - Secular	Provide case n
72	Renton, WA 98	Puget Sound	https://www.inc	YWCA Seattle King Snohomish	https://www.inc	Nonprofit - Secular	KCHA provide:
73	Vancouver, W/	Southwest	https://www.inc	Lifeline Connections	https://www.inc	Nonprofit - Secular	Consult with ot
74	Burlington, W/	Northwest	https://www.inc	Northwest Youth Services			Demonstrated
75	Spokane, WA :	Northeast	https://www.inc			Nonprofit - Religious	The employee
76	SeaTac, WA 9	Puget Sound	https://www.inc	ReWA	https://www.inc	Nonprofit - Secular	Documents co
77	Everett, WA	Puget Sound	https://www.inc	Compass Career Solutions		Private Sector	Our Housing te
78	Tacoma, WA 9	Puget Sound	https://www.inc	Low Income Housing Institute	https://www.inc	Nonprofit - Secular	The Case Man
79	Bremerton, W/	Peninsula/Coa	https://www.inc			Nonprofit - Secular	The Communit
80	Seattle, WA 98	Puget Sound	https://www.inc	YouthCare	https://www.inc	Nonprofit - Secular	Develop and d
81	King County, V	Puget Sound	https://www.inc	King County	https://www.inc	Public Sector	Provide birth c
82	Yakima, WA	South Central	https://www.inc	West Valley Family Health	https://www.inc	Nonprofit - Secular	Provides patie
83	Olympia, WA	Southwest	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	At least one ye
84	Seattle, WA 98	Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	Must attend an
85	Olympia, WA 9	Southwest	https://www.inc	PCAF		Nonprofit - Secular	Experience cor
86	Seattle, WA 98	Puget Sound	https://www.inc	Seattles Union Gospel Mission	https://www.inc	Nonprofit - Religious	Part of a 24-hc
87	Hybrid remote	Puget Sound	https://www.inc			Nonprofit - Secular	Provision of se
88	Seattle, WA 98	Puget Sound	https://www.inc	The Salvation Army		Nonprofit - Religious	Provide inform

Homeless Service Provider Roles

ID	Location	Region_BDS	URL	Company	Company_UR	Org_Type_BDS	jobsnippet
89	Seattle, WA	98 Puget Sound	https://www.inc	Lifelong	https://www.inc	Nonprofit - Secular	Ensure the hig
90	Burlington, WA	Northwest	https://www.inc			Nonprofit - Secular	The successfu
91	Bellingham, WA	Northwest	https://www.inc	Consistent Care	https://www.inc	Private Sector	Maintaining kn
92	Seattle, WA	98 Puget Sound	https://www.inc	YouthCare	https://www.inc	Nonprofit - Secular	Refer youth to
93	Spokane, WA	Northwest	https://www.inc	Catholic Charities Eastern Washington	https://www.inc	Nonprofit - Religious	Assists case r
94	Mount Vernon, WA	Northwest	https://www.inc	City of Mount Vernon	https://www.inc	Public Sector	Make referrals
95	Seattle, WA	Puget Sound	https://www.inc	Seattle Childrens Hospital	https://www.inc	Nonprofit - Secular	Provide in-out
96	Spokane, WA	Northwest	https://www.inc	Catholic Charities Eastern Washington	https://www.inc	Nonprofit - Religious	This position is
97	Spokane, WA	Northwest	https://www.inc	Catholic Charities Eastern Washington	https://www.inc	Nonprofit - Religious	Partner with lo
98	Vancouver, WA	Southwest	https://www.inc	Columbia River Mental Health Services	https://www.inc	Nonprofit - Secular	Coordinating a
100	Olympia, WA	Southwest	https://www.inc	Catholic Community Services	https://www.inc	Nonprofit - Religious	Knowledge of I
101	Olympia, WA	Southwest	https://www.inc	Catholic Community Services	https://www.inc	Nonprofit - Religious	At least one ye
102	Seattle, WA	98 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	At least one ye
103	Olympia, WA	Southwest	https://www.inc	Family Support Center of South Sound	https://www.inc	Nonprofit - Secular	Local work exp
104	Seattle, WA	98 Puget Sound	https://www.inc	YMCA of Greater Seattle	https://www.inc	Nonprofit - Secular	Provides infor
106	Mount Vernon, WA	Northwest	https://www.inc	Community Action of Skagit County		Nonprofit - Secular	Obtains prelim
107	Mount Vernon, WA	Northwest	https://www.inc	Community Action of Skagit County		Private Sector	Assist clients i
108	Pasco, WA	99 South Central	https://www.inc	Integra Service Connect	https://www.inc	Private Sector	Work with mer
109	Seattle, WA	98 Puget Sound	https://www.inc	New Horizons Ministries	https://www.inc	Nonprofit - Religious	The Case Man
110	Seattle, WA	98 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	Assist with offi
111	Auburn, WA	Puget Sound	https://www.inc	Compass Housing Alliance	https://www.inc	Nonprofit - Secular	Perform janitor
112	Olympia, WA	Southwest	https://www.inc	Family Support Center of South Sound	https://www.inc	Nonprofit - Secular	Local work exp
113	Olympia, WA	Southwest	https://www.inc	Family Support Center of South Sound	https://www.inc	Nonprofit - Secular	Local work exp
115	Vancouver, WA	Southwest	https://www.inc	CRMHS		Nonprofit - Secular	Coordinating a
116	Kirkland, WA	Southwest	https://www.inc	Friends of Youth	https://www.inc	Nonprofit - Secular	Experience prc
117	Seattle, WA	98 Puget Sound	https://www.inc	Low Income Housing Institute	https://www.inc	Nonprofit - Secular	Excellent custc
119	Olympia, WA	Southwest	https://www.inc	Community Youth Services	https://www.inc	Nonprofit - Secular	Collaborates w
120	Tacoma, WA	9 Puget Sound	https://www.inc	Catholic Community Services	https://www.inc	Nonprofit - Religious	Provides scree
121	Moses Lake, WA	North Central	https://www.inc	Dungarvin	https://www.inc	Private Sector	Our Housing te
122	Bremerton, WA	Peninsula/Coa	https://www.inc	Kitsap Community Resources	https://www.inc	Nonprofit - Secular	Provide inform
123	Everett, WA	98 Puget Sound	https://www.inc	Consistent Care	https://www.inc	Private Sector	Maintain accur
124	Mount Vernon, WA	Northwest	https://www.inc	Community Action of Skagit County		Nonprofit - Secular	Refer participa
125	Spokane, WA	Northwest	https://www.inc	Frontier Behavioral Health	https://www.inc	Nonprofit - Secular	Knowledge of c
126	Olympia, WA	Southwest	https://www.inc	Family Support Center of South Sound	https://www.inc	Nonprofit - Secular	Familiarity with
127	Everett, WA	98 Puget Sound	https://www.inc	The Hands Up Project		Nonprofit - Secular	Professional o
128	Tacoma, WA	9 Puget Sound	https://www.inc	CCSWW	https://www.inc	Nonprofit - Religious	These services
129	Auburn, WA	Puget Sound	https://www.inc	Compass Housing Alliance	https://www.inc	Nonprofit - Secular	Conduct and o
130	Pasco, WA	99 South Central	https://www.inc	MedZed	https://www.inc	Private Sector	Work with mer
131	Seattle, WA	98 Puget Sound	https://www.inc	Low Income Housing Institute	https://www.inc	Nonprofit - Secular	The Case Man
132	Puyallup, WA	Puget Sound	https://www.inc	The Salvation Army Northwest Division		Nonprofit - Religious	Awareness of c
133	Spokane, WA	Northwest	https://www.inc	Pioneer Human Services	https://www.inc	Nonprofit - Secular	At least 6 mon
134	Tukwila, WA	9 Puget Sound	https://www.inc	Telecare Corporation	https://www.inc	Private Sector	High School G

ID	Location	Region_BDS	URL	Company	Company_UR	Org_Type_BDS	jobsnippet
136	Shoreline, WA	Puget Sound	https://www.inc	Shoreline Community College	https://www.inc	Public Sector	The Housing a
137	Tukwila, WA	Puget Sound	https://www.inc			Nonprofit - Secular	Advocate for y
138	Tacoma, WA 9	Puget Sound	https://www.inc	Catholic Community Services	https://www.inc	Nonprofit - Secular	These services
139	Washington St	unsure	https://www.inc			Nonprofit - Religious	Attend local hc
141	Renton, WA	Puget Sound	https://www.inc	Salvation Army Northwest Division	https://www.inc	Nonprofit - Religious	Demonstrated
142	Seattle, WA	Puget Sound	https://www.inc	Solid Ground	https://www.so	Nonprofit - Secular	Assists in ensu
143	Everett, WA	Puget Sound	https://www.inc	Cocoon House	https://www.inc	Nonprofit - Secular	Has a strong fa
144	Bremerton, W/	Peninsula/Coa	https://www.inc	Salvation Army Northwest Division	https://www.inc	Nonprofit - Religious	The employee
145	Tacoma, WA 9	Puget Sound	https://www.inc	Making A Difference Foundation	https://www.inc	Nonprofit - Secular	Working toward
146	Spokane, WA	Northeast	https://www.inc	Catholic Charities Eastern Washington	https://www.inc	Nonprofit - Religious	Where applica
148	Tukwila, WA 9	Puget Sound	https://www.inc	Telecare Corporation	https://www.inc	Private Sector	Outreach may
149	Seattle, WA 98	Puget Sound	https://www.inc	King County Regional Homelessness A	https://kcrha.or	Public Sector	A high level of
150	Seattle, WA	Puget Sound	https://www.inc	Solid Ground	https://www.so	Nonprofit - Secular	Assists in ensu
151	Pasco, WA 99	South Central	https://www.inc	Catholic Charities Eastern Washington	https://www.inc	Nonprofit - Religious	Participates in
153	Seattle, WA 98	Puget Sound	https://www.inc	Vision House	https://www.inc	Nonprofit - Religious	Children's Villa
154	Olympia, WA 9	Southwest	https://www.inc	Community Youth Services	https://www.inc	Nonprofit - Secular	Collaborates w

Homeless Service Provider Roles

ID	jobsnippet2	date	Keywords_BC	Keywords	Current_time	Medical	Dental	Vision
1	Function: Provide outreach and cas	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
2		PostedJust pos	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
4	Experience in effective social servi	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
5	Incumbent provides expert intensive	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
6	Respond to requests for information	PostedToday	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
7	Help participants progress through t	PostedToday	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
8	Principles, beliefs and objectives for	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
9		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Unspecified
10	Participate in staff in-service meetin	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
11	Collaborate with Public Health-Seatt	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
12	Enroll members into programs and ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
13	Assists members in accessing socia	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
14	Familiarity with 2 CFR Part 200 and	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
15	Lead on outreach throughout King C	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Unspecified	Unspecified
16		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
17	Enroll members into programs and ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
18	Academic training in the social servi	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
19		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
21		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
22		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
23		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
24	Providence Physician Enterprise (PI	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
25		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
27		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
28	Basic understanding of homelessness	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Unspecified
30		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Unspecified
31	Experience in providing outreach an	PostedJust pos	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Unspecified
32		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Unspecified	Unspecified
33	St. Martin de Porres Shelter provide	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
34		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Unspecified	Unspecified
35	Assist with developing strategies to	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
36	You are part of a 24-hour team that	PostedJust pos	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
37		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
38	Two to four years experience workin	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Unspecified
39	Facilitates problem solving and prov	PostedToday	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
40	A minimum of 2 years of supervisory	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
41		PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Unspecified	Unspecified
42	Participate with interdisciplinary tear	EmployerActiv	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
43	Provide referrals as needed and cor	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified
44	SALARY: \$25.11 per hour (Level 1).	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Yes	Yes	Yes
45	Provide ongoing support and coordin	PostedPosted	homeless serv	Homeless Ser	2023-02-23	20 Unspecified	Unspecified	Unspecified

Homeless Service Provider Roles

ID	jobsnippet2	date	Keywords_BC	Keywords	Current_time	Medical	Dental	Vision
46	Academic training in the social servi	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
47	403(b) plan eligibility after 1 year of :	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
48	Also work directly with on site contr	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
49			homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
50	1 x Monthly Massage Therapy.	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
51	The MHS works with patients with c	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Unspecified	Unspecified
52	We provide persons in need of men	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
53		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Unspecified
54		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
55		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
56		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
57	Attend staff meetings, workshops, r	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
58	Provide on-site supervision, while m	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
59		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
60	Provide ongoing support and coordin	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
61	Experience in providing outreach an	PostedJust pos	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
62	You are part of a 24-hour team that	PostedJust pos	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
63	Document services provided and m	PostedJust pos	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
64	Successful completion of pre-servi	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
65	Successful completion of pre-servi	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
66	Minimum of one (1) year experience	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Unspecified	Unspecified	Unspecified
67	Support community residents in mai	EmployerActiv	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
68	Demonstrated ability to manage fast	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Unspecified	Unspecified
70		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Unspecified
71	Provide individual and education co	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
72		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Unspecified	Unspecified
73	This position provides clinical servic	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
74	One year of experience working in a	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
75		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
76	Associate degree in human services	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
77		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
78		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
79		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Unspecified	Unspecified
80	Facilitate wrap-around services with	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
81		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Unspecified	Unspecified	Unspecified
82		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
83	Create client directed service plans.	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
84	This position provides leadership an	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
85	Facilitate outside referrals for housir	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
86		PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
87	Establish and maintain collaborative	PostedPosted	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes
88	Accrued vacation is eligible for use	EmployerActiv	homeless serv	Homeless Sen	2023-02-23	20 Yes	Yes	Yes

Homeless Service Provider Roles

ID	jobsnippet2	date	Keywords_BC	Keywords	Current_time	Medical	Dental	Vision
89		EmployerActive	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
90		EmployerActive	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
91	Maintain accurate documentation of		homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
92	Build trust and rapport with homeles	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
93		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Unspecified	Unspecified
94	Provide information about available	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
95		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
96		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
97	Sick leave (1 week paid sick leave ir	PostedJust pos	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
98		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
100	Experience with homeless issues ar	EmployerActive	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
101	Create client directed service plans.	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
102	CCS/CHS 403(b) Employee Saving	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
103	Provide direct services to assist clie	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
104	Builds and maintains collaborative re	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
106	This may include direct financial ser	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
107	Provide transportation resources to :	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
108	Enroll members into programs and ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
109		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Unspecified
110	Veterans must actively choose to en	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
111	Model appropriate problem solving ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
112	Provide direct services to assist clie	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
113	Provide direct services to assist clie	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
115		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
116	Bachelor's degree in a human-servi	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
117	Experience in working in human ser	PostedToday	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
119		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
120	Knowledge of Pierce County social ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
121		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
122	Experience with low-income and hor	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
123	Experience working with homeless in	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
124	Paid Sick and Vacation Leave.	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
125	Individuals served could have a co-c	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
126	Education: Bachelor's degree in soc	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
127	The Respite Program serves betweε	EmployerActive	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Unspecified
128		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
129	Manage staff scheduling and ensure	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
130	Enroll members into programs and ε	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
131		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes
132	At least 2 years of experience in dev	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
133	Previous experience with homeless	PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Unspecified	Unspecified	Unspecified
134		PostedPosted	homeless serv	Homeless Ser	2023-02-23 20	Yes	Yes	Yes

ID	jobsnippet2	date	Keywords_BC	Keywords	Current_time	Medical	Dental	Vision
136		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Unspecified	Unspecified
137	Type of employment: *Full-time (40 |	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Unspecified
138	EmployerActiv	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
139	Coordinate services with other foste	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
141	Knowledgeable of health and safety	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
142	Facilitates problem solving and prov	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
143	Builds relationships with young adul	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
144		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Unspecified	Unspecified
145		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
146	Provide outreach services as requir	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
148		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
149	Familiarity with 2 CFR Part 200 and	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Unspecified	Unspecified
150	Facilitates problem solving and prov	Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
151		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Yes	Yes
153		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Unspecified	Unspecified
154		Posted	Posted	homeless serv	Homeless Sen	2023-02-23 20	Unspecified	Unspecified

ID	Retirement
1	Yes
2	Unspecified
4	Yes
5	Unspecified
6	Yes
7	Yes
8	Yes
9	Yes
10	Yes
11	Unspecified
12	Yes
13	Unspecified
14	Unspecified
15	Yes
16	Yes
17	Yes
18	Yes
19	Unspecified
21	Yes
22	Unspecified
23	Unspecified
24	Unspecified
25	Unspecified
27	Yes
28	Yes
30	Unspecified
31	Yes
32	Yes
33	Yes
34	Unspecified
35	Unspecified
36	Yes
37	Unspecified
38	Yes
39	Yes
40	Yes
41	Yes
42	Unspecified
43	Yes
44	Yes
45	Unspecified

ID	Retirement
46	Yes
47	Yes
48	Yes
49	Yes
50	Yes
51	Unspecified
52	Yes
53	Yes
54	Yes
55	Yes
56	Yes
57	Yes
58	Yes
59	Yes
60	Yes
61	Yes
62	Yes
63	Yes
64	Yes
65	Yes
66	Unspecified
67	Unspecified
68	Yes
70	Unspecified
71	Yes
72	Yes
73	Yes
74	Yes
75	Yes
76	Yes
77	Yes
78	Yes
79	Yes
80	Yes
81	Unspecified
82	Yes
83	Yes
84	Yes
85	Yes
86	Yes
87	Yes
88	Yes

ID	Retirement
89	Yes
90	Yes
91	Yes
92	Yes
93	Unspecified
94	Yes
95	Yes
96	Yes
97	Yes
98	Yes
100	Yes
101	Yes
102	Yes
103	Unspecified
104	Unspecified
106	Yes
107	Yes
108	Yes
109	Yes
110	Yes
111	Yes
112	Yes
113	Yes
115	Yes
116	Yes
117	Yes
119	Unspecified
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121	Yes
122	Unspecified
123	Yes
124	Yes
125	Unspecified
126	Yes
127	Yes
128	Yes
129	Yes
130	Yes
131	Yes
132	Unspecified
133	Yes
134	Yes

ID	Retirement
136	Unspecified
137	Unspecified
138	Yes
139	Yes
141	Yes
142	Yes
143	Yes
144	Unspecified
145	Yes
146	Yes
148	Yes
149	Unspecified
150	Yes
151	Yes
153	Unspecified
154	Unspecified

ID	Title	Salary	Wage Type	Employment	City
1	Housing Specialist - Central Applications Center (CA	\$27.00 - \$33.07 an hour	Hourly	Full-time	Shoreline
2	Supportive Housing Case Manager	\$20 - \$23 an hour	Hourly	Full-time	Tacoma
3	Landscape Crew Member	\$17 - \$20 an hour	Hourly	Full-time	Everett
4	Housing Specialist - 3 Positions Available	\$22.36 - \$27.38 Hourly	Hourly	Full-time	Tacoma
6	Assistant Property Manager - Drexel House	\$23.18 - \$26.83 an hour	Hourly	Full-time	Olympia
7	Housing Specialist	\$18 - \$22 an hour	Hourly	Full-time	Aberdeen
8	Property Manager II	\$24.57 - \$32.90 an hour	Hourly	Full-time	Seattle
9	Case Manager	\$50,800 - \$59,160 a year	Salary	Full-time	Seattle
10	Substance Use Disorder Professional	\$60,000 - \$70,000 a year	Salary	Full-time	Bellevue
11	HUD Site Manager III - Northgate	\$28.99 - \$42.02 an hour	Hourly	Full-time	Seattle
13	Client Success Navigator - YouthBuild	\$24.65 an hour	Hourly	Full-time	Seattle
14	Case Manager - Inn Shelter	\$23.00 - \$25.57 an hour	Hourly	Full-time	Seattle
15	Social Worker	\$26.14 - \$43.79 an hour	Hourly	Full-time	Bremerton
16	Overnight Support Specialist	\$17 - \$19 an hour	Hourly	Full-time+2	Vancouver
17	Family Support Coach	\$16.32 - \$23.05 an hour	Hourly	Full-time	Marysville
18	Site Manager II - Affordable Housing	\$25.67 - \$37.21 an hour	Hourly	Full-time	Seattle
19	Housing & Employment Specialist	\$20 - \$23 an hour	Hourly	Full-time	Everett
20	CASE MANAGER	\$23.00 - \$28.80 an hour	Hourly	Full-time	Seattle
23	PT Porter	\$18 - \$22 an hour	Hourly	Part-time	Marysville
24	Social Worker	\$26.14 - \$43.79 an hour	Hourly	Full-time	Bremerton
25	Housing Case Manager - SMdP	\$23.00 - \$25.57 an hour	Hourly	Full-time	Seattle
26	Marketing and Outreach Specialist	\$20 - \$22 an hour	Hourly	Part-time	Everett
27	Data Support Specialist	\$18 - \$23 an hour	Hourly	Full-time	Everett
29	Maintenance Technician - Make Ready Team	\$19.89 - \$27.00 an hour	Hourly	Full-time	Everett
30	Childcare Assistant and Van Driver	\$17 - \$18 an hour	Hourly	Part-time	Everett
31	Maintenance Technician - Roving Team	\$19.89 - \$27.00 an hour	Hourly	Full-time	Everett
32	Maintenance Technician - Rosa Franklin	\$20 - \$24 an hour	Hourly	Full-time	Tacoma
34	Resident Services Coordinator (RESID007072)	\$20 - \$22 an hour	Hourly	Full-time	SeaTac
38	Health Through Housing (HTH) Property Coordinator	\$96,704 - \$122,577 a year	Salary	Full-time	Seattle
40	Housing Specialist	\$68,068 - \$96,902 a year	Salary	Full-time	Seattle
41	Council for the Homeless - Housing Hotline Specialis	\$18.80 - \$24.44 an hour	Hourly	Full-time	Vancouver
42	Clinic Coordinator	\$26.52 - \$37.34 an hour	Hourly	Full-time+1	Seattle

43	Housing Coordinator	\$56,000 a year	Salary	Full-time	Everett
44	Aging & Disability - Service Coordinator	\$3,509 - \$3,860 a month	Salary	Full-time	Vancouver
46	Family Engagement Services Coordinator - Onsite	\$21 - \$24 an hour	Hourly	Full-time	Grant County
47	Project Coordinator - Unit Condition Response Team	\$32.49 - \$36.76 an hour	Hourly	Day shift	Seattle
48	FBH Clinical Care Coordinator	\$28.99 - \$32.24 an hour	Hourly	Full-time	Vancouver
49	Housing Case Manager, RVC	\$25.11 an hour	Hourly	Full-time	Renton
50	Council for the Homeless - Development Associate	\$24.38 - \$25.60 an hour	Hourly	Full-time	Vancouver
51	Council for the Homeless - HMIS Data Analyst	\$25.84 - \$27.13 an hour	Hourly	Full-time	Vancouver
53	Mental Health Care Coordinator	\$28.99 - \$32.24 an hour	Hourly	Full-time	Bremerton
55	Climate and Energy Program Manager	\$91,423 - \$126,154 a year	Salary	Full-time	Bellevue
56	Resident Services Coordinator - Avana Star Lake - 4	\$22.00 - \$23.50 an hour	Hourly	Full-time	Federal Way
57	Accounting Technician - Tenant Accounting	\$27.00 - \$33.07 an hour	Hourly	Full-time	Tukwila
58	Compliance Specialist	\$65,000 - \$72,000 a year	Salary	Full-time	Seattle
59	Compliance Manager	\$65,000 - \$85,000 a year	Salary	Full-time	Seattle
60	Program Coordinator, Otto's Place	\$26.92 - \$30.77 an hour	Hourly	Full-time	Seattle
61	Community Manager - 2236	\$28.50 - \$31.00 an hour	Hourly	Full-time	Federal Way
62	Rental Office Manager	Full-time		Full-time	Seattle
63	Assistant Director - International Housing and Short	\$60,000 - \$65,000 a year	Salary	Full-time	Tacoma
64	Evening Counselor, Otto's Place	\$20.21 an hour	Hourly	Full-time	Seattle
65	Compliance Coordinator - Arrowhead Gardens Senic	\$23 - \$26 an hour	Hourly	Full-time	Seattle
66	Community Manager - Cedar River Senior Apartmen	\$52,000 - \$56,000 a year	Salary	Full-time	Renton
67	Administrative Operations Coordinator	\$25 - \$27 an hour	Hourly	Full-time	Seattle
68	Program Coordinator	\$23.20 - \$29.18 an hour	Hourly	Full-time	Seattle
69	Construction Manager	\$65,000 a year	Salary	Full-time	Bremerton
70	Shelter Plus Care Program Specialist	\$23 - \$25 an hour	Hourly	Full-time	Everett
71	Social Worker	\$26.14 - \$43.79 an hour	Hourly	Full-time	Bremerton
72	Emergency Housing Service Coordinator - Night Shift	\$23.39 - \$25.83 an hour	Hourly	Night shift	Seattle
73	Resource Coordinator	\$21.94 - \$27.41 an hour	Hourly	Full-time	Seattle
74	Clinical Supervisor	From \$81,895 a year	Salary	Full-time	Vancouver
75	Program Manager, Nyer Urness	\$62,000 - \$70,000 a year	Salary	Full-time	Seattle
76	Service Coordinator - Navigation Center, Day Shift	\$23.39 - \$25.83 an hour	Hourly	Day shift	Seattle
77	Planning Development Manager	\$5,601 - \$6,304 a month	Salary	Full-time	Dayton
78	Administrative Assistant 3 - Health and Business	\$41,760 - \$50,592 a year	Salary	Temporary	Tacoma

79	Site Coordinator	\$19.20 - \$21.24 an hour	Hourly	Full-time	Poulsbo
80	Peer Support Counselor	\$20 an hour	Hourly	Full-time	Republic
81	Night Program Assistant, SVC	\$20.96 an hour	Hourly	Full-time	Shoreline
82	Certifications Manager	\$65,000 - \$80,000 a year	Salary	Full-time	Everett
83	FBH Peer Counselor (Youth Partner)	\$22.08 - \$23.41 an hour	Hourly	Full-time	Bremerton
85	Family Engagement Services Coordinator - Onsite	\$21 - \$24 an hour	Hourly	Full-time	unsure
86	Relief Staff (January-February 2023)	\$20.21 an hour	Hourly	Part-time	Seattle
87	Leasing & Certification Associate	\$21.06 - \$29.47 an hour	Hourly	Full-time	Seattle
88	Project Manager - Hobson Place	\$86,834 - \$98,241 a year	Salary	Day shift+1	Seattle
92	REPAIR PROGRAM COORDINATOR	\$48,000 - \$60,500 a year	Salary	Full-time	Renton
93	Resident Services Coordinator/Case Manager	\$20.30 - \$26.90 an hour	Hourly	Full-time	Vancouver
97	Data Support Specialist	\$18 - \$23 an hour	Hourly	Full-time	Everett
98	Site Coordinator-Child Care-School Age-Before & Af	\$19.20 - \$21.24 an hour	Hourly	Full-time	Poulsbo
99	Mobile Behavioral Response Team Registered Nurs	\$117,390 - \$132,815 a year	Salary	Day shift	Seattle
100	Urban Rest Stop Team Member	\$33,460 - \$48,563 a year	Salary	Full-time	Seattle
101	COMMUNITY HEALTH CARE COORDINATOR	\$18 - \$22 an hour	Hourly	Full-time	Lakewood
102	Supportive Services Specialist	\$25.36 an hour	Hourly	Full-time	Seattle
103	Shift Supervisor, Don's Place	\$23.50 - \$26.50 an hour	Hourly	Full-time	Auburn
104	Urban Rest Stop Team Member	\$19.10 - \$24.75 an hour	Hourly	Part-time	Seattle
105	Urban Rest Stop Attendant	\$19.10 - \$24.75 an hour	Hourly	Full-time	Seattle
107	Urban Rest Stop Lead Attendant	\$20.65 - \$26.30 an hour	Hourly	Full-time	Seattle
108	Teller, Client Services Office	\$20.21 an hour	Hourly	Monday to Friday	Seattle
109	Property Manager	\$19 - \$22 an hour	Hourly	Full-time	Spokane
110	Resident Services Coordinator-Seniors & Adults with	\$49,068 - \$57,912 a year	Salary	Full-time	Everett

Location	Region	URL	Company	Company_URL	Org Type
Shoreline, WA	Puget Sound	https://www.indeed.com/	King County Housing Authority	https://www.indeed.com/	Public Sector
Tacoma, WA	Puget Sound	https://www.indeed.com/	Consistent Care	https://www.indeed.com/	Private Sector
Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Secular
Hybrid remote in Tacon	Puget Sound	https://www.indeed.com/	Tacoma Housing Authority	https://www.indeed.com/	Public Sector
Olympia, WA	Southwest	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Aberdeen, WA 98520	Peninsula/Coastal	https://www.indeed.com/			Public Sector
Hybrid remote in Seattl	Puget Sound	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Seattle, WA 98122 (Firs	Puget Sound	https://www.indeed.com/	Seattle University	https://www.indeed.com/	Nonprofit - Religious
Bellevue, WA	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Seattle, WA 98133	Puget Sound	https://www.indeed.com/	Bellwether Housing	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98105 (Ra	Puget Sound	https://www.indeed.com/	YouthCare	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98104 (Firs	Puget Sound	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Bremerton, WA 98310	Peninsula/Coastal	https://www.indeed.com/	PUGET SOUND KIDNEY CEN	https://www.indeed.com/	Nonprofit - Secular
Vancouver, WA 98661	Southwest	https://www.indeed.com/			Nonprofit - Secular
Marysville, WA 98271	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Seattle, WA 98109 (We	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Consistent Care	https://www.indeed.com/	Unsure
Seattle, WA 98122 (Mir	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Marysville, WA 98271	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Bremerton, WA 98310	Peninsula/Coastal	https://www.indeed.com/			Unsure
Seattle, WA 98104 (Firs	Puget Sound	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98203 (Soi	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98203 (Soi	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Tacoma, WA 98405 (Ce	Puget Sound	https://www.indeed.com/	Mercy Housing Management (	https://www.indeed.com/	Nonprofit - Religious
SeaTac, WA 98198	Puget Sound	https://www.indeed.com/	FPI Management	https://www.indeed.com/	Unsure
Seattle, WA	Puget Sound	https://www.indeed.com/	King County	https://www.indeed.com/	Public Sector
Seattle, WA 98104	Puget Sound	https://www.indeed.com/	PDA	https://www.indeed.com/	Nonprofit - Secular
Vancouver, WA 98660 (S	Southwest	https://www.indeed.com/	Vancouver Housing Authority	https://www.indeed.com/	Public Sector
Seattle, WA 98108 (Ind	Puget Sound	https://www.indeed.com/	Country Doctor Community He	https://www.indeed.com/	Nonprofit - Secular

Everett, WA 98201 (Bay	Puget Sound	https://www.indeed.com/	Helping Hands Project Organi	https://www.indeed.com/	Nonprofit - Secular
Vancouver, WA 98660 (	Southwest	https://www.indeed.com/	Vancouver Housing Authority	https://www.indeed.com/	Public Sector
Grant County, WA	North Central	https://www.indeed.com/	Catholic Charities Serving Cer	https://www.indeed.com/	Nonprofit - Religious
Seattle, WA 98104	Puget Sound	https://www.indeed.com/	DESC	https://www.indeed.com/	Nonprofit - Secular
Vancouver, WA 98686	Southwest	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Renton, WA	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Vancouver, WA 98660 (	Southwest	https://www.indeed.com/	Vancouver Housing Authority	https://www.indeed.com/	Public Sector
Vancouver, WA 98660 (	Southwest	https://www.indeed.com/	Vancouver Housing Authority	https://www.indeed.com/	Public Sector
Bremerton, WA 98312	Peninsula/Coastal	https://www.indeed.com/			Nonprofit - Religious
Hybrid remote in Bellev	Puget Sound	https://www.indeed.com/	City of Bellevue	https://www.indeed.com/	Public Sector
Federal Way, WA	Puget Sound	https://www.indeed.com/			Private Sector
Tukwila, WA 98188	Puget Sound	https://www.indeed.com/	King County Housing Authority	https://www.indeed.com/	Public Sector
Hybrid remote in Seattl	Puget Sound	https://www.indeed.com/			Private Sector
Seattle, WA 98104	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Seattle, WA 98104 (Pio	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Federal Way, WA 9800	Puget Sound	https://www.indeed.com/	Guardian Management	https://www.indeed.com/	Private Sector
Seattle, WA 98121 (Bel	Puget Sound	https://www.indeed.com/	Plymouth Housing Group	https://www.indeed.com/	Nonprofit - Secular
Tacoma, WA 98466 (W	Puget Sound	https://www.indeed.com/	Tacoma Community College	https://www.indeed.com/	Public Sector
Seattle, WA 98104 (Pio	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Seattle, WA 98106 (Hig	Puget Sound	https://www.indeed.com/	Independent Living Inc. / SHA	https://www.indeed.com/	Nonprofit - Secular
Renton, WA 98057	Puget Sound	https://www.indeed.com/	Independent Living Inc. / SHA	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98104 (Firs	Puget Sound	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Seattle, WA 98121 (Bel	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Bremerton, WA 98310	Peninsula/Coastal	https://www.indeed.com/	HABITAT FOR HUMANITY OI	https://www.indeed.com/	Nonprofit - Secular
Everett, WA	Puget Sound	https://www.indeed.com/	YWCA Seattle King Snohomis	https://www.indeed.com/	Nonprofit - Religious
Bremerton, WA 98310	Peninsula/Coastal	https://www.indeed.com/	PUGET SOUND KIDNEY CEN	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98133 (Hal	Puget Sound	https://www.indeed.com/	DESC	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98104	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Vancouver, WA 98686	Southwest	https://www.indeed.com/	CCS- Family Behavioral Healt		Nonprofit - Religious
Seattle, WA 98104 (Pio	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Seattle, WA 98144 (Litt	Puget Sound	https://www.indeed.com/	DESC	https://www.indeed.com/	Public Sector
Dayton, WA 99328	Southeast	https://www.indeed.com/			Public Sector
Tacoma, WA 98466 (W	Puget Sound	https://www.indeed.com/	Tacoma Community College	https://www.indeed.com/	Public Sector

Poulsbo, WA 98370	Peninsula/Coastal	https://www.indeed.com/	Martha & Mary	https://www.indeed.com/	Nonprofit - Religious
Republic, WA 99166	Northeast	https://www.indeed.com/			
Shoreline, WA 98133 (E	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Hybrid remote in Everet	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Unsure
Bremerton, WA	Peninsula/Coastal	https://www.indeed.com/	CCSWW	https://www.indeed.com/	Nonprofit - Religious
Washington State	unsure	https://www.indeed.com/	Catholic Charities of Central W		Nonprofit - Religious
Seattle, WA 98104 (Pio	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Seattle, WA 98105 (Ra	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Seattle, WA 98144 (Noi	Puget Sound	https://www.indeed.com/	DESC	https://www.indeed.com/	Nonprofit - Secular
Renton, WA 98057	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Vancouver, WA 98661	Southwest	https://www.indeed.com/	Reach Community Developme	https://www.indeed.com/	Unsure
Everett, WA 98203 (So	Puget Sound	https://www.indeed.com/	Housing Hope	https://www.indeed.com/	Nonprofit - Religious
Poulsbo, WA 98370	Peninsula/Coastal	https://www.indeed.com/	Martha & Mary	https://www.indeed.com/cmp/Martha-&-Mary-2	
Seattle, WA 98144 (Jac	Puget Sound	https://www.indeed.com/	DESC	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98101 (Dei	Puget Sound	https://www.indeed.com/			Nonprofit - Secular
Lakewood, WA 98499 (	Puget Sound	https://www.indeed.com/	Korean Women's Association	https://www.indeed.com/	Nonprofit - Secular
Seattle, WA 98144 (Juc	Puget Sound	https://www.indeed.com/	Sea Mar Community Health C	https://www.indeed.com/	Unsure
Auburn, WA	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Seattle, WA 98101 (Dei	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Seattle, WA 98107 (Bal	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Seattle, WA 98107 (Bal	Puget Sound	https://www.indeed.com/	Low Income Housing Institute	https://www.indeed.com/	Public Sector
Seattle, WA 98104 (Pio	Puget Sound	https://www.indeed.com/	Compass Housing Alliance	https://www.indeed.com/	Unsure
Spokane, WA 99212	Northeast	https://www.indeed.com/	Catholic Charities Eastern Wa	https://www.indeed.com/	Nonprofit - Religious
Everett, WA 98201 (Por	Puget Sound	https://www.indeed.com/	Everett Housing Authority	https://www.indeed.com/	Public Sector

jobsnippet	jobsnippet2	date	Keywords_BDS	Keywords	Current_time
The work will also include	Determine eligibility for a	Posted	Posted 19 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:41.534
Assists clients with housi	Knowledge of housing re	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:41.774
\$1,500 Health Savings A		Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:41.892
Provide general informat		Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:41.980
Experience in low-incom	Familiarity with governm	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.227
Knowledge of HUD subsi		Posted	Posted 21 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.259
Working knowledge of W	Announcing a new hire S	Posted	Posted 5 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.306
You may also take advar		Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.362
1,700 people each year v		Employer	Active 9 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.409
One+ (1+) years experie	Experience applying fair	Posted	Posted 5 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.458
Experience working with		Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.569
Knowledge of the local st	Support clients in mainta	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.627
Refer patients to commu		Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:42.674
Keep current with laws a	Work effectively as part c	Posted	Today	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:52.894
Assess, orient and facilit	Develop individualized fa	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:52.938
Experience working direc	Familiarity with service-e	Posted	Posted 28 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:52.990
Assists clients with housi	The Housing & Employm	Posted	Posted 8 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.058
Knowledge of the local st	Work with community re	Employer	Active 4 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.237
Physically walk the prope	Pick-up and sweep area.	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.426
Refer patients to commu		Posted	Posted 23 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.478
Knowledge of the local st	Ensure that clients are n	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.509
Two Medical Plans to ch	\$1,500 Health Savings A	Posted	Posted 14 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.548
The Data Support Specie		Posted	Posted 13 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.592
The Make Ready Techni		Posted	Posted 22 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.688
Two Medical Plans to ch	\$1,500 Health Savings A	Posted	Posted 13 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:30:53.738
The Maintenance Rover'		Posted	Posted 22 days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:31:03.147
The successful Maintena	3 paid hours off early eac	Posted	Posted 30+ days ago	Subsidized Housing	Subsidized Housing Jobs 2023-02-22 19:31:03.204
The Resident Services C		Posted	Posted 19 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:15.822
Experience working in ar	King County adopted the	Posted	Posted 5 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.017
Enter timely case notes f	Using the Housing First a	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.177
Answer phone calls to th		Posted	Posted 7 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.220
Responsibilities specific i		Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.254

BDS

Develop strong collabora	Posted	Posted 30+ days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:16.275
The Service Coordinator	Posted	Posted 9 days ag	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:16.298
Report to the RSPM in m	Knowledge of early learn	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.351
Visually inspect DESC hc	Posted	Posted 13 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:16.379
PROVIDE COMMUNITY Catho	Community Sen	Posted	Just posted	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:16.413
O Assess eligibility for pe	Posted	Posted 22 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:26.419
The Council for the Hom	Posted	Posted 5 days ag	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:26.567
The Council for the Hom	Posted	Posted 6 days ag	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:26.623
Bremerton offer champio	3 weeks' vacation per ye	Posted	Posted 6 days ag	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:26.718
This position will manage	Posted	Posted 14 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:26.811
20-40% housing discoun	Compensation range of \$	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:26.872
As a critical component ii	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:26.913
At least 5 years of experi	COS, CPO or AHM (CO	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:27.004
LIHI staff have develop	Posted	Posted 5 days ag	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:27.077
Minimum of 2 years' exp	Posted	Posted 19 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:27.121
At least two years of exp	Act as the company's pri	Posted	Posted 1 day ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:27.173
Acts as the alternate fair	Posted	Today	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:27.205
Supervise the part-time f	Provide housing informat	Posted	Posted 14 days a	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:27.238
Demonstrated knowledg	Posted	Posted 22 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.560
Knowledge of and experi	Accurate review of new e	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.588
Experience managing an	Must have a minimum of	Posted	Posted 30 days a	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.623
Full-time position starti	Medical, Dental, Vision, l	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.654
LIHI staff have develop	Posted	Posted 11 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.691
We act to remove system	Posted	Posted 4 days ag	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.724
Knowledge of local resou	Posted	Posted 29 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.764
Refer patients to commu	Posted	Posted 30+ days :	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.800
Pay Range: \$23.39 - \$25	Shift Differential: \$1.00 p	Posted	Posted 8 days ag	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.833
LIHI staff have develop	Posted	Posted 12 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:37.870
Vancouver, 10 miles fron	Catholic Community Sen	Posted	Posted 6 days ag	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.908
Experience in managing	SALARY RANGE: \$62,00	Posted	Posted 13 days a	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.954
Insurance Benefits: Medi	BA in social or behaviora	Posted	Posted 23 days a	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:37.989
* Acts as Americans with	*CITY OF DAYTON* P	Employer	Active 8 days a	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:38.023
TCC is committed to dev	Posted	Posted 15 days a	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:38.067

Offering exceptional care	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:48.163
Assist the client in obtain	Posted	Posted 22 days ago	Affordable Housing Co	Affordable Housing Coor	2023-02-22 19:31:48.209
Demonstrated knowledge	Assist in support of progr	Posted	Posted 22 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.250
Process affordable and h	Two Medical Plans to ch	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.306
MAKE A DIFFERENCE I	Catholic Community Sen	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.424
Report to the RSPM in m	Knowledge of early learn	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.492
Demonstrated knowledge		Posted	Posted 22 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.529
Familiarity with service-e	Experience leasing in low	Posted	Posted 8 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.556
Phase 2 will include 92 a		Posted	Posted 25 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.589
At least one year workin	We act to remove system	Posted	Posted 11 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.752
The Resident Services C	This position will hold a c	Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:48.805
		Posted	Posted 13 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.684
		Posted	Today	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.747
		Posted	Posted 1 day ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.790
		Employer	Active 5 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.827
		Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.885
		Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.930
		Posted	Posted 22 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:58.973
		Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:59.007
		Posted	Posted 30+ days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:59.041
		Posted	Posted 26 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:59.182
		Posted	Posted 22 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:31:59.235
Experience with the hom	Conducts health and saf	Posted	Posted 7 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:32:08.217
Work cooperatively with l		Posted	Posted 14 days ago	Affordable Housing Co	Affordable Housing Coor 2023-02-22 19:32:08.254

Yes	Yes	Yes	Yes
Yes	Unspecified	Unspecified	Unspecified
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Unspecified	Unspecified	Unspecified	Unspecified
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Unspecified
Unspecified	Unspecified	Unspecified	Unspecified
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Unspecified	Yes
Yes	Yes	Yes	Unspecified
Yes	Unspecified	Unspecified	Unspecified
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Unspecified
Yes	Yes	Yes	Yes
Unspecified	Unspecified	Unspecified	Unspecified
Yes	Yes	Yes	Yes
Unspecified	Unspecified	Unspecified	Unspecified

Notes

Doesn't work directly in affordable housing, works to maintain property

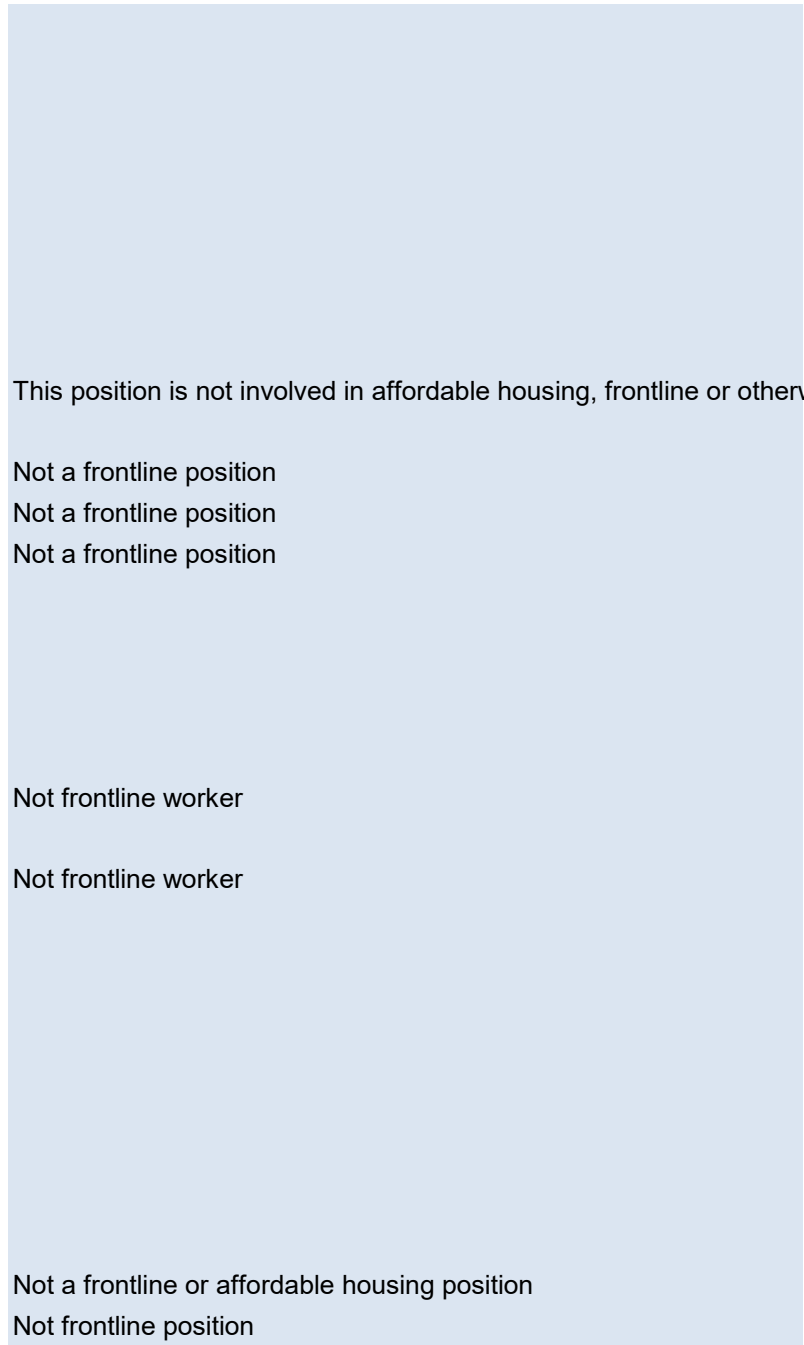
Not a frontline work position, maintains grounds

Does not work directly with clients

Does not work directly with clients

Does not work directly with clients

Does not work directly with clients



BDS



Not a frontline position

Emergency Responders

ID	Title	Salary	Wage Type	Employment	City_BDS
1	Emergency Medical Technician (EMT-B)	\$23.00 - \$29.82 an hour	Hourly	Full-time	Kent
2	EMT -Full Time Nights- Everett	\$19.87 - \$22.40 an hour	Hourly	Full-time	Everett
3	EMT - Emergency Medical Technicians	\$23.00 - \$27.50 an hour	Hourly	Full-time+1	Burlington
4	EMT - \$1000 Hot Job Bonus Incentive	\$25.40 - \$27.94 an hour	Hourly	Full-time+1	Snoqualmie
5	Emergency Medical Technician - Paramedic	From \$39.52 an hour	Hourly	Full-time	Kent
6	EMT Basic - Tukwila - Located in Tukwila, WA	\$21.69 - \$30.00 an hour	Hourly	Full-time	Tukwila
7	Emergency Medical Technician	Unspecified	Unspecified	Full-time+1	Spokane
8	Medical Technician - EMT Certificate Required	\$20.67 - \$29.81 an hour	Hourly	Full-time	Olympia
9	EMT - Located in Spokane, WA	\$17.62 - \$27.58 an hour	Hourly	Full-time	Spokane
10	Medical Assistant/Phlebotomist/EMT	Unspecified	Unspecified	Full-time	Tacoma
11	Emergency Medical Technician	\$46,736 - \$60,753 a year	Salary	Weekend availability	Temporarily F
12	EMERGENCY MEDICAL TECHNICIAN (EMT-B)	Unspecified	Unspecified	Unspecified	Kent
13	Emergency Medical Technician	\$22.50 an hour	Hourly	Part-time+1	Auburn
14	EMT	\$51,684 a year	Salary	Full-time	Yakima
15	Emergency Medical Technician	Unspecified	Unspecified	Part-time+1	Auburn
16	Onsite Medical Representative, WHS	Up to \$69,600 a year	Salary	Full-time	Spokane
18	EMT/ER Tech, Full Time	\$21.50 - \$27.10 an hour	Hourly	Full-time	Forks
19	Emergency Medical Technician (EMT)	Unspecified	Unspecified	On call	Odessa
20	Emergency Medical Technician	Unspecified	Unspecified	Weekend availability	Odessa
21	Health Director/ EMT - Summer Camp	\$4,000 a month	Salary	Temporary	Seattle
22	Medical Assistant. MA, CNA, EMT.	\$25 - \$29 an hour	Hourly	Part-time+2	Seattle
23	EMT	\$19.65 an hour	Hourly	Full-time	Airway High
25	EMT-Security Officer - Starting Wage \$23.00/hr.	\$23 an hour	Hourly	Full-time	Arlington
26	Emergency Medical Technician	Unspecified	Unspecified	Unspecified	North Bend
27	EMT Helper	\$43,200 - \$77,600 a year	Salary	Full-time	Gig Harbor
28	Security EMT	\$30.26 an hour	Hourly	Full-time	Auburn
29	Urgent Care Technician - Cle Elum - Per Diem (MA-P, M)	From \$19.03 an hour	Hourly	Part-time+1	Cle Elum
30	EMT / Paramedic	\$20 - \$25 an hour	Hourly	Unspecified	Bellevue
31	EMT, Paramedic or LPN (PRN)	\$25 - \$30 an hour	Hourly	PRN Part-Time On	Pacific
33	EMT	Unspecified	Unspecified	Full-time	Airway High
34	EMTs Paramedics Medics / PT Mobile Injury Response T	\$16 - \$21 an hour	Hourly	Full-time	Seattle

BDS

ID	Title	Salary	Wage Type	Employment	City_BDS
35	Part-Time EMT	\$16 an hour	Hourly	Part-time	Okanogan
36	EMT - Washington Event Team (Seasonal)	\$23 an hour	Hourly	Seasonal	Onalaska
37	Lateral Firefighter/EMT	Unspecified	Unspecified	Full-time	Marysville
41	911 Emergency Dispatcher / Trainee Dispatcher Job	\$29.11 - \$38.42 an hour	Hourly	Full-time	Everett
42	Emergency Dispatcher/Customer Service/Call Center	From \$26.50 an hour	Hourly	Full-time+1	Everett
43	9-1-1 Emergency Police Dispatcher I	\$31.30 - \$36.31 an hour	Hourly	Full-time	Seattle
44	911 Emergency Dispatcher / Trainee Dispatcher	\$60,549 - \$79,914 a year	Salary	Full-time	Everett
45	King County Sheriff's Office 911 Communications Special	Up to \$41.62 an hour	Hourly	Full-time	Renton
46	911 Emergency Dispatcher - Entry Level	\$70,185 - \$89,244 a year	Salary	Full-time	Bothell
47	911 Call Receiver - 10 to 12 hour shifts	From \$32.74 an hour	Hourly	Full-time	Kent
48	Police Communications Specialist - Entry	\$29.16 - \$37.07 an hour	Hourly	Full-time	Issaquah
49	Telecommunicator	\$4,401 - \$5,893 a month	Salary	Full-time	Yakima
50	Communications Officer (Dispatcher) Full Time	\$4,077 - \$4,956 a month	Salary	Full-time	Sunnyside
51	Emergency Communications Call Taker Dispatcher Train	\$25.70 - \$39.84 an hour	Hourly	Full-time	Vancouver
52	Police Dispatcher	\$4,016 - \$4,884 a month	Salary	Full-time	Cheney
53	What-Comm 911 Dispatcher	\$25.69 an hour	Hourly	Full-time	Bellingham
54	911 Communications Specialist	\$63,086 - \$76,274 a year	Salary	Full-time	Renton
55	Entry Level Communications Dispatcher	\$72,996 - \$88,800 a year	Salary	Full-time	Redmond
56	911 Dispatcher	\$3,605 - \$3,713 a month	Salary	Full-time	Okanogan
57	911 Telecommunicator	\$19 - \$21 an hour	Hourly	Full-time	Dayton
58	Lateral Emergency Communications Dispatcher	\$26.95 - \$35.78 an hour	Hourly	Full-time	Richland
59	Dispatcher (Lacey & Bremerton, WA)	From \$18.25 an hour	Hourly	Full-time	Bremerton
60	Corrections / 911 Dispatch Officer	\$4,226 - \$5,278 a month	Salary	Full-time	Stevenson
61	Communications Officer 1 - Permanent - Fulltime *01826-	\$3,984 - \$5,603 a month	Salary	Full-time	Olympia
62	Communications Officer	\$27.44 - \$37.05 an hour	Hourly	Full-time	Spokane
63	Lateral 911 Dispatcher/Call Receiver	\$72,746 - \$90,056 a year	Salary	Full-time	Renton
64	Emergency Center Communications Specialist - Swedish	\$47,000 - \$56,000 a year	Salary		Seattle
66	911 Dispatcher	\$21.82 an hour	Hourly	Rotating shift	Port Hadlock
68	Communications Officer 1/Dispatcher D8	\$4,179 - \$5,467 a month	Salary	Full-time	Bremerton
69	Police Communications Specialist (Dispatcher) - Lateral	\$29.16 - \$37.07 an hour	Hourly	Full-time	Issaquah
70	PUBLIC SAFETY COMMUNICATIONS MANAGER	\$8,574 - \$10,431 a month	Salary	Full-time	Walla Walla
71	Emergency Communications Operator *4 positions (AS-2	\$17.53 - \$22.93 an hour	Hourly	Full-time	Nespelem

BDS

ID	Title	Salary	Wage Type	Employment	City_BDS
72	Dispatcher	\$20.04 - \$31.36 DOE	Hourly	Full-time	Spokane
73	Public Safety Telecommunicator - Lateral	\$30.44 - \$41.86 an hour	Hourly	Full-time	Bremerton
74	Emergency Services Dispatcher	From \$16 an hour	Hourly	Full-time	Vancouver
75	EXPERIENCED POLICE and FIRE DISPATCHERS	\$28.32 - \$39.84 an hour	Hourly	Full-time	Vancouver
76	Half Time Transit Dispatcher	\$26.11 - \$31.73 an hour	Hourly	Full-time	Pullman
78	Police Radio Dispatcher II - Lateral	\$50,383 - \$80,639 a year	Salary	Full-time	Spokane
79	Emergency Communications Dispatcher	\$26.95 an hour	Hourly	Full-time	Richland
80	Telecommunicator 1 (911 Call-Taker)	Unspecified	Unspecified	Full-time	Pacific
81	Communications Officer (911 Dispatcher)	Unspecified	Unspecified	Full-time	Port Angeles
82	Grants and Communication Specialist	Unspecified	Unspecified	Full-time	Lake Stevens
83	Telecommunicator (Lateral)	Unspecified	Unspecified	Full-time	Union Gap
84	Public Safety Telecommunicator	Unspecified	Unspecified	Full-time	Olympia
85	Mental Health Technician (8hr Shifts)	\$16 - \$23 an hour	Hourly	Full-time	Lacey
86	Mental Health Technician (8hr Shifts)	\$16 - \$23 an hour	Hourly	Full-time	Lacey
88	Registered Behavior Technician (4636 Sped)	Unspecified	Unspecified	Part-time	Vancouver
89	Behavioral Intervention Specialist	\$19.46 - \$30.00 an hour	Hourly	Full-time	Spokane
92	Milieu Specialist (Thur-Sat & e/o Wed 7am-7:30pm) - 647	\$18 - \$22 an hour	Hourly	Full-time	Fife
93	Behavioral Health Associate Clinician - Family Practice	\$32.42 - \$48.63 an hour	Hourly	Full-time	Vancouver
94	Youth Mental Health Support Staff	Unspecified	Unspecified	Full-time	Everett
95	Behavior Technician	\$20 - \$25 an hour	Hourly	Part-time	Spokane
96	Mental Health Technician	\$18.32 - \$22.33 an hour	Hourly	Full-time	Centralia
97	Mental Health Technician Days/Nights	\$19 - \$23 an hour	Hourly	Full-time+1	Marysville
98	Behavioral Health Tech - Apprentice	\$18 - \$19 an hour	Hourly	Full-time+1	Tacoma
99	Milieu specialist	\$18 - \$20 an hour	Hourly	PRN	Fife
##	Behavioral Interventionist	From \$20 an hour	Hourly	Part-time	Seattle
##	Certified Behavior Technician	\$20 - \$23 an hour	Hourly	Full-time+1	Puyallup
##	Behavioral Health Associate Clinician	Unspecified	Unspecified	Part-time	Friday Harbor
##	Med Tech Caregivers - Behavioral Health *Sign on Bonus	From \$20 an hour	Hourly	Full-time	Tacoma
##	RN Behavioral Specialist	\$77,168 - \$96,460 a year	Salary	Full-time	Yakima
##	Milieu Specialist (Behavioral Health Tech) [Night Shift] - 6	\$18 an hour	Hourly	Full-time	Olympia
##	Behavior Technician - HH	\$20 - \$25 an hour	Hourly	Full-time+1	Puyallup
##	Triage Behavioral Health MHP	\$73,580 - \$81,239 a year	Salary	Day shift+4	Seattle

BDS

Emergency Responders

ID	Title	Salary	Wage Type	Employment	City_BDS
##	Mental Health Associate II	\$22.50 - \$26.21 an hour	Hourly	Full-time	Kennewick
##	Behavioral Health Technician	Unspecified	Unspecified	Full-time	Tacoma
##	MHP/Associate Licensed Behavioral Health Professional	\$21 - \$30 an hour	Hourly	Full-time	Mount Verno
##	Mental Health Professional (MHP) Case Manager - Beha	\$73,580 - \$81,239 a year	Salary	Evening shift	Seattle
##	ABA Therapy Assistant (CBT/RBT) - Part Time	\$19 - \$25 an hour	Hourly	Part-time	Sammamish
##	Mental Health Tech (NAR/NAC REQUIRED) -INPATIENT	\$18.00 - \$21.93 an hour	Hourly	Full-time+1	Spokane
##	Experienced ABA Therapist (CBT/RBT) - Guaranteed Ho	\$23 - \$29 an hour	Hourly	Full-time+1	Seattle

ID	Location	Region	URL	Company	Company_UR	Org Type	jobsnippe
1	Kent, WA 9803	Puget Sound	https://www.indeed.com/pagead/clk	Tri-Med Ambulance LLC		Private Sector	Be the EM
2	Everett, WA 98	Puget Sound	https://www.indeed.com/pagead/clk	Pioneer Human Services	https://www.in	Private Sector	The EMT w
3	Burlington, WA	Northwest	https://www.indeed.com/pagead/clk	Northwest Ambulance Critical	https://www.in	Private Sector	**Full-time
4	Snoqualmie, W	Puget Sound	https://www.indeed.com/pagead/clk	Snoqualmie Casino	https://www.in	Private Sector	To provide
5	Kent, WA 9803	Puget Sound	https://www.indeed.com/pagead/clk	King County	www.publics	Public Sector	King Count
6	Tukwila, WA 98	Puget Sound	https://www.indeed.com/pagead/clk	AMR	https://www.in	Private Sector	Our G MR
7	Spokane, WA 9	Northeast	https://www.indeed.com/pagead/clk	Maxim Healthcare Staffing	https://www.in	Private Sector	1 + years o
8	Olympia, WA 9	Southwest	https://www.indeed.com/pagead/clk	DispatchHealth Management	https://www.in	Private Sector	Assist NP/F
9	Spokane, WA 9	Northeast	https://www.indeed.com/pagead/clk	AMR	https://www.in	Private Sector	We're hirin
10	Tacoma, WA 9	Puget Sound	https://www.indeed.com/pagead/clk	Life Line Screening	https://www.in	Private Sector	Help delive
11	Temporarily Re	Puget Sound	https://www.indeed.com/rc/clk?jk=d	U.S. Army Medical Command	https://www.in	Public Sector	Respond o
12	Kent, WA 9803	Puget Sound	https://www.indeed.com/rc/clk?jk=e			Private Sector	You'll recei
13	Auburn, WA 98	Puget Sound	https://www.indeed.com/company/E	Emerald Downs Racing, LLC	https://www.in	Private Sector	Training Tr
14	Yakima, WA 98	South Central	https://www.indeed.com/rc/clk?jk=b			Private Sector	Communic
15	Auburn, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=a			Private Sector	Training Tr
16	Spokane, WA 9	Northeast	https://www.indeed.com/rc/clk?jk=3	Amazon.com Services LLC	https://www.in	Private Sector	Maintain cc
18	Forks, WA 983	Peninsula/Coast	https://www.indeed.com/rc/clk?jk=b	Forks Community Hospital	https://www.in	Private Sector	Their secur
19	Odessa, WA 9	Northeast	https://www.indeed.com/rc/clk?jk=b			Private Sector	Provide em
20	Odessa, WA 9	Northeast	https://www.indeed.com/rc/clk?jk=c	Odessa Memorial Healthcare		Nonprofit - Secular	Performs a
21	Seattle, WA 9	Puget Sound	https://www.indeed.com/company/S	Summer Culinary		Private Sector	This individ
22	Seattle, WA 98	Puget Sound	https://www.indeed.com/company/M	MDSI Physicians Services	https://www.in	Private Sector	The positio
23	Airway Heights	Northeast	https://www.indeed.com/rc/clk?jk=5	Kalispel Tribal Economic Auth		Public Sector	Assess anc
25	Arlington, WA 9	Puget Sound	https://www.indeed.com/rc/clk?jk=b	Angel of the Winds Casino	https://www.in	Private Sector	Responds t
26	North Bend, W	Puget Sound	https://www.indeed.com/rc/clk?jk=4	JVM Solutions	https://www.in	Private Sector	Assess pat
27	Gig Harbor, W	Puget Sound	https://www.indeed.com/rc/clk?jk=ff	Californai Water Service Grou		Unsure	The Constr
28	Auburn, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=1	Muckleshoot Indian Casino	https://www.in	Private Sector	Provide ba:
29	Cle Elum, WA 9	South Central	https://www.indeed.com/rc/clk?jk=ft	Kittitas Valley Healthcare	https://www.in	Private Sector	The Urgent
30	Bellevue, WA 9	Puget Sound	https://www.indeed.com/rc/clk?jk=fe	CareOnSite	https://www.in	Private Sector	Respond to
31	Pacific, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=4	Medcor Inc	https://www.in	Private Sector	You have e
33	Airway Heights	Northeast	https://www.indeed.com/rc/clk?jk=1	Northern Quest Resort & Cas	https://www.in	Public Sector	Assess anc
34	Seattle, WA 9	Puget Sound	https://www.indeed.com/rc/clk?jk=6	On-Site Health & Safety	https://www.in	Private Sector	Part-time -

ID	Location	Region	URL	Company	Company_Url	Org Type	jobsnippe
35	Okanogan, WA	North Central	https://www.indeed.com/rc/clk?jk=3	LifeLine Ambulance	https://www.indeed.com/rc/clk?jk=3	Private Sector	Operational
36	Onalaska, WA	Southwest	https://www.indeed.com/rc/clk?jk=4			Private Sector	Administer
37	Marysville, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=a	Marysville Fire District	https://www.indeed.com/rc/clk?jk=a	Public Sector	Responds t
41	Everett, WA 98	Puget Sound	https://www.indeed.com/pagead/clk	Snohomish County 911		Public Sector	
42	Everett, WA 98	Puget Sound	https://www.indeed.com/pagead/clk	Northwest Ambulance Critical	https://www.indeed.com/pagead/clk	Private Sector	
43	Washington St	Puget Sound	https://www.indeed.com/rc/clk?jk=e	City of Seattle	https://www.indeed.com/rc/clk?jk=e	Public Sector	
44	Everett, WA (C	Puget Sound	https://www.indeed.com/rc/clk?jk=d	Snohomish County 911	https://www.indeed.com/rc/clk?jk=d	Public Sector	
45	Renton, WA 98	Puget Sound	https://www.indeed.com/company/K	King County Sheriff's Office	https://www.indeed.com/company/K	Public Sector	
46	Bothell, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=5	City of Bothell, WA	https://www.indeed.com/rc/clk?jk=5	Public Sector	
47	Kent, WA 9803	Puget Sound	https://www.indeed.com/pagead/clk	Valley Communications Cente		Private Sector	
48	Issaquah, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=a	City of Issaquah	https://www.indeed.com/rc/clk?jk=a	Public Sector	
49	Yakima, WA 98	South Central	https://www.indeed.com/rc/clk?jk=2	City of Issaquah		Public Sector	
50	Sunnyside, WA	South Central	https://www.indeed.com/rc/clk?jk=b	City of Sunnyside	https://www.indeed.com/rc/clk?jk=b	Government	
51	Vancouver, WA	Southwest	https://www.indeed.com/rc/clk?jk=0	CRESA	https://www.indeed.com/rc/clk?jk=0	Private Sector	
52	Cheney, WA	Northeast	https://www.indeed.com/rc/clk?jk=3	Cheney Government		Public Sector	
53	City of Bellingh	Northwest	https://www.indeed.com/rc/clk?jk=3	City of Bellingham	https://www.indeed.com/rc/clk?jk=3	Public Sector	
54	Renton, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=3	King County	https://www.indeed.com/rc/clk?jk=3	Public Sector	
55	Redmond, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=2	City of Redmond	https://www.indeed.com/rc/clk?jk=2	Public Sector	
56	Okanogan, WA	North Central	https://www.indeed.com/pagead/clk	Okanagon County Sherriff's C		Public Sector	Dispatcher
57	Dayton, WA 98	Southeast	https://www.indeed.com/pagead/clk	Columbia County E911		Public Sector	§ Interacts
58	Richland, WA	South Central	https://www.indeed.com/rc/clk?jk=d	City of Richland		Public Sector	Regular Fu
59	Bremerton, WA	Peninsula/Coast	https://www.indeed.com/pagead/clk	Olympic Ambulance		Private Sector	Dispatches
60	Stevenson, WA	Southwest	https://www.indeed.com/company/S	Skamania County Sherriff's O		Public Sector	Dispatches
61	Olympia, WA	Southwest	https://www.indeed.com/rc/clk?jk=7	State of Washington Dept. of	https://www.indeed.com/rc/clk?jk=7	Government	One year o
62	Spokane, WA	Northeast	https://www.indeed.com/company/S	Spokane Regional Emergenc		Public Sector	Spokane R
63	Renton, WA 98	Puget Sound	https://www.indeed.com/company/K	King County Sheriff's Office	https://www.indeed.com/company/K	Government	Triage eme
64	Seattle, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=d	Life Flight Network	https://www.indeed.com/rc/clk?jk=d	Private Sector	Two years
66	Port Hadlock, \	Peninsula/Coast	https://www.indeed.com/rc/clk?jk=9	Jeff Com911 Communication		Private Sector	\$2000 hiri
68	Bremerton, WA	Peninsula/Coast	https://www.indeed.com/pagead/clk	Washington State Patrol	https://www.indeed.com/pagead/clk	Public Sector	These critic
69	Issaquah, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=5	City of Issaquah	https://www.indeed.com/rc/clk?jk=5	Public Sector	Positions ir
70	Walla Walla, W	South Central	https://www.indeed.com/rc/clk?jk=7	City of Walla Walla	https://www.indeed.com/rc/clk?jk=7	Public Sector	Work unde
71	Nespelem, WA	North Central	https://www.indeed.com/rc/clk?jk=4	Confederated Tribes of the C	https://www.indeed.com/rc/clk?jk=4	Public Sector	Requires k

ID	Location	Region	URL	Company	Company_UR	Org Type	jobsnippe
72	Spokane, WA	Northeast	https://www.indeed.com/rc/clk?jk=8	AMR	https://www.in	Private Sector	We're hirin
73	Bremerton, WA	Peninsula/Coast	https://www.indeed.com/rc/clk?jk=5	Kitsap 911		Public Sector	Two years
74	Vancouver, WA	Southwest	https://www.indeed.com/rc/clk?jk=6	PDSI	https://www.in	Private Sector	We are see
75	Vancouver, WA	Southwest	https://www.indeed.com/rc/clk?jk=a	CRESA	https://www.in	Private Sector	Handle anc
76	Pullman, WA	Southeast	https://www.indeed.com/rc/clk?jk=3	City of Pullman	https://www.in	Public Sector	Contacts p
78	Spokane, WA	Northeast	https://www.indeed.com/rc/clk?jk=2	City of Spokane	https://www.in	Public Sector	Enters, upc
79	Richland, WA	South Central	https://www.indeed.com/rc/clk?jk=0	City of Richland	https://www.in	Public Sector	Excellent h
80	Pacific, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=9	South Sound 911	https://www.in	Government	Answer inc
81	Port Angeles, WA	Peninsula/Coast	https://www.indeed.com/rc/clk?jk=b	City of Port Angeles	https://www.in	Government	Communic
82	Hybrid remote	Puget Sound	https://www.indeed.com/rc/clk?jk=f	City of Lake Stevens		Public Sector	Work is pe
83	Union Gap, WA	South Central	https://www.indeed.com/rc/clk?jk=4	City of Yakima	https://www.in	Public Sector	Under gen
84	Olympia, WA	Southwest	https://www.indeed.com/rc/clk?jk=3	Thurston 9-1-1 Communicat		Private Sector	Interacts w
85	Lacey, WA 985	Southwest	https://www.indeed.com/rc/clk?jk=b	South Sound Behavioral Hos	https://www.in	Public Sector	Additional f
86	Lacey, WA 985	Southwest	https://www.indeed.com/rc/clk?jk=f1	Vest Thurston Llc		Private Sector	Additional f
88	Vancouver, WA	Southwest	https://www.indeed.com/rc/clk?jk=b	Evergreen Public Schools	https://www.in	Government	Demonstra
89	Spokane, WA	Northeast	https://www.indeed.com/rc/clk?jk=a	Healing Lodge of The Seven	https://www.in	Private Sector	Facilitates
92	Fife, WA 98424	Puget Sound	https://www.indeed.com/rc/clk?jk=9	10 - RI International	https://www.in	Private Sector	Minimum o
93	Vancouver, WA	Southwest	https://www.indeed.com/rc/clk?jk=6	PeaceHealth	https://www.in	Nonprofit - Secular	Provides ui
94	Everett, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=c	Snohomish County Boys and		Nonprofit - Secular	Provides st
95	Spokane, WA	Northeast	https://www.indeed.com/company/L	Lucid Behavior		Nonprofit - Secular	Provides cr
96	Centralia, WA	Southwest	https://www.indeed.com/rc/clk?jk=6	Cascade Community Healthc	https://www.in	Nonprofit - Secular	Provide the
97	Marysville, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=7	Smokey Point Behavioral Hos	https://www.in	Nonprofit - Secular	Additional f
98	Tacoma, WA 9	Puget Sound	https://www.indeed.com/pagead/clk	Comprehensive Life Resourc	https://www.in	Nonprofit - Secular	Promote th
99	Fife, WA 98424	Puget Sound	https://www.indeed.com/rc/clk?jk=3	10 - RI International	https://www.in	Private Sector	Minimum o
##	Seattle, WA	Puget Sound	https://www.indeed.com/pagead/clk	Right Direction Crisis Inter	https://www.in	Private Sector	We are loo
##	Puyallup, WA	Puget Sound	https://www.indeed.com/pagead/clk	Summit Behavioral Solutions	https://www.in	Private Sector	Experience
##	Friday Harbor,	Northwest	https://www.indeed.com/rc/clk?jk=c	PeaceHealth	https://www.in	Nonprofit - Secular	Provides ui
##	Tacoma, WA 9	Puget Sound	https://www.indeed.com/pagead/clk	Trouvés Health Care Corpora		Unsure	Successful
##	Yakima, WA 9	South Central	https://www.indeed.com/rc/clk?jk=5	Comprehensive Healthcare	https://www.in	Nonprofit - Secular	Assessing
##	Olympia, WA 9	Southwest	https://www.indeed.com/rc/clk?jk=b	10 - RI International	https://www.in	Private Sector	Minimum o
##	Puyallup, WA	Puget Sound	https://www.indeed.com/pagead/clk	Maxim Healthcare Group	https://www.in	Private Sector	Provides b
##	Seattle, WA 98	Puget Sound	https://www.indeed.com/rc/clk?jk=8	DESC	https://www.in	Public Sector	Be able to

ID	Location	Region	URL	Company	Company_URg Type	jobsnippe
##	Kennewick, WA	South Central	https://www.indeed.com/rc/clk?jk=4	Lutheran Community Service	https://www.in Nonprofit - Religious	Utilizes app
##	Tacoma, WA	Puget Sound	https://www.indeed.com/rc/clk?jk=b	Strategic Resources, Inc.	https://www.in Unsure	Conduct cr
##	Mount Vernon, WA	Northwest	https://www.indeed.com/company/SUNRISE_SERVICES_INC	SUNRISE SERVICES INC	https://www.in Nonprofit - Secular	Provide cri
##	Seattle, WA 98108	Puget Sound	https://www.indeed.com/rc/clk?jk=b	DESC	https://www.in Public Sector	Two years
##	Sammamish, WA	Puget Sound	https://www.indeed.com/company/SUM_OF_LEARNING	Sum of Learning	https://www.in Private Sector	Receive sa
##	Spokane, WA	Northeast	https://www.indeed.com/pagead/clk	Frontier Behavioral Health	https://www.in Nonprofit - Secular	Experience
##	Seattle, WA	Puget Sound	https://www.indeed.com/company/SUM_OF_LEARNING	Sum of Learning	https://www.in Private Sector	Receive sa

ID	jobsnippe date	Keywords	Keywords	Current_t	Medical	Dental	Vision	Retirement
1	Physical at PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Unspecified
2	PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Yes
3	Successful PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Yes
4	Quickly as PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
5	Each year, PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
6	Proof of C PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
7	Provide tri PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Yes
8	Current EM PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Yes
9	PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
10	PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Yes
11	Determine PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
12	All your pre PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
13	Job Categ EmployerA	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Yes
14	Adhere to i PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Unspecified	Yes
15	Operate b PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
16	Monitor an PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Unspecified	Unspecified	Unspecified
18	PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
19	Current EM PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
20	Current CF PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
21	PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
22	Escort pati EmployerA	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
23	Ensure all PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
25	Monitors a PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
26	Administer PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
27	PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
28	Remain cu PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Unspecified	Yes	
29	KVH puts ' PostedPos	Emergenc	Emergenc	2023-02-20	Yes	Yes	Yes	Unspecified
30	Assessing PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
31	This positic PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
33	Ensure all PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
34	Shift/Hours PostedPos	Emergenc	Emergenc	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified

ID	jobsnippe date	Keywords	Keywords	Current_t	Medical	Dental	Vision	Retirement
35	Basic princ	PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
36	Setting up	PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
37		PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
41		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
42		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
43		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
44		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
45	Hiring ong	EmployerA	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
46		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
47		EmployerA	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
48		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
49		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
50		PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
51		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
52		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
53		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
54		PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
55		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
56	\$4500 new	PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
57	§ Maintain	EmployerA	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
58	Good know	PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified
59	Ability to ty	EmployerA	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Yes
60	The Comrr	EmployerA	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
61		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
62	Able to acc	Hiring ong	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
63	Complete t	Hiring ong	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
64	RECEIVIN	PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Yes
66	Dispatcher	PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Unspecified
68		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
69		PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
70	Above disc	PostedPos	Emergenc	Emergency	2023-02-20	Yes	Yes	Yes
71		PostedPos	Emergenc	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified

ID	jobsnippe date	Keywords	Keywords	Current_t	Medical	Dental	Vision	Retirement
72	\$10,000 Si PostedJust	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
73	PostedPos	Emergency	Emergency	2023-02-20	Yes	Yes	Yes	Yes
74	Dispatcher PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
75	Respond to PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
76	Provides fc PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
78	Performs r PostedPos	Emergency	Emergency	2023-02-20	Yes	Yes	Yes	Yes
79	Typing skill PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
80	PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
81	PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
82	PostedPos	Emergency	Emergency	2023-02-20	Yes	Yes	Yes	Unspecified
83	PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
84	Must be 18 PostedPos	Emergency	Emergency	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
85	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
86	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
88	Implement PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
89	Works to a PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
92	Shift/Sche PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
93	Evaluates : PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
94	Youth Men PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
95	Provides b PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Unspecified	Unspecified
96	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
97	EmployerA	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
98	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
99	The Milieu PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
##	Quite often PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Unspecified	Unspecified	Yes
##	Document Hiring ong	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Unspecified	Unspecified
##	Working w PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
##	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Unspecified
##	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	N	N	Yes
##	Schedule/ξ PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Unspecified	Unspecified	Unspecified	Unspecified
##	Maxim Hez PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Yes	Yes	Yes
##	PostedPos	Crisis Inte	Crisis Inter	2023-02-20	Yes	Unspecified	Unspecified	Yes

ID	jobsnippe	date	Keywords	Keywords	Current_t	Medical	Dental	Vision	Retirement			
##	A Mental H	Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Yes	Yes
##		Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Yes	Yes
##	In coordinat	Hiring ong	cr	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Yes	Yes
##		Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Unspecified	Yes
##	Implement	Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Unspecified	Unspecified	Unspecified	Yes
##	Provide su	Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Yes	Yes
##	Implement	Posted	Pos	Crisis	Inte	Crisis	Inter	2023-02-20	Yes	Yes	Yes	Yes

ID Notes

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5	Unclear re: private/public sector. Appears to be a recruiting firm that hires on behalf of public agencies
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BDS

ID **Notes**

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56	\$4,500 new hire bonus, \$7,500 lateral hire bonus
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BDS

ID **Notes**

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73 \$5,000 sign on bonus

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BDS

ID **Notes**

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##	\$2,000 sign on bonus
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Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
2	Nursing Assistant Certified - \$25/hr	\$25 an hour	Hourly	Full-time
3	Certified Nursing Assistant	\$20 - \$25 an hour	Hourly	Full-time+1
4	Certified Nursing Assistant (CNA) - The Hampton at Salmon Creek	\$21 - \$23 an hour	Hourly	Full-time+1
5	CNA - Certified Nursing Assistant	\$22.25 - \$26.75 an hour	Hourly	Full-time+1
6	CNA - Certified Nursing Assistant	\$19 - \$28 an hour	Hourly	Full-time+2
7	Certified Nursing Assistant - (CNA) / Nursing Assistant Registered (N	\$20 - \$28 an hour	Hourly	Full-time
11	Certified Nursing Assistant (CNA)	\$18 - \$22 an hour	Hourly	Full-time
13	Certified Nursing Assistant (CNA)	\$31 - \$34 an hour	Hourly	Full-time+1
16	CNA - Certified Nursing Assistant	\$40 an hour	Hourly	Full-time+1
18	In-Home Hourly Caregiver (HCA/CNA)	\$24 an hour	Hourly	Full-time+1
22	CNA | Skilled Nursing | LTC	\$18.59 - \$24.33 an hour	Hourly	Full-time
26	CNA - Certified Nursing Assistant	\$30 - \$40 an hour	Hourly	Full-time+3
29	CNA - Certified Nursing Assistant	\$30 - \$35 an hour	Hourly	Contract
32	Certified Nursing Assistant CNA, HIRING Bonus!!	\$17.27 - \$30.12 an hour	Hourly	Full-time+1
34	Certified Nursing Assistant	\$22.50 - \$28.36 an hour	Hourly	Full-time
35	CNA - Certified Nursing Assistant	\$19.22 - \$28.25 an hour	Hourly	Full-time+2
36	Certified Nursing Assistant (CNA)	\$26 - \$28 an hour	Hourly	Full-time+4
37	Certified Nursing Assistant (CNA)	\$25 - \$35 an hour	Hourly	Full-time+4
41	Caregiver/HCA/CNA	\$20 - \$25 an hour	Hourly	Full-time+1
42	CNA - Observation Care	\$21.39 - \$36.83 an hour	Hourly	Full-time
49	Certified Nursing Assistant | CNA | GERI (Per Diem)	\$27 an hour	Hourly	Full-time+3
51	CNA - Progressive Care	\$22.50 - \$33.61 an hour	Hourly	Full-time
57	Certified Nursing Assistant	\$28 - \$30 an hour	Hourly	Contract
63	NAR - Long Term Care	\$18.50 - \$26.30 an hour	Hourly	Full-time
64	Resident Care Attendant/CNA - Emilie Court Assisted Living *Up to \$	\$16.50 - \$24.82 an hour	Hourly	Part-time
66	Nurse Assistant Certified - ASH - ED - FT	\$17.50 - \$26.25 an hour	Hourly	Full-time
68	CNA - Certified Nursing Assistant	\$32 - \$35 an hour	Hourly	Contract
69	DSHS Lakeland Village Certified Nursing Assistant CNA/NAC	\$3,167 - \$4,216 a month	Salary	Full-time
70	Certified Nursing Assistant	\$17.00 - \$25.78 an hour	Hourly	Full-time
80	CNA - Certified Nursing Assistants	\$25 - \$39 an hour	Hourly	Contract+4
82	Certified Nursing Assistant (NA-C) / Per Diem	\$16.28 - \$22.44 an hour	Hourly	Full-time+1
83	Certified Nursing Assistant (16wk Assignment) - SNF Renton	\$30 an hour	Hourly	Full-time+2
89	Certified Nursing Assistant - CNA	\$19.25 - \$24.06 an hour	Hourly	Full-time
90	Medical Assistant/Certified Nursing Assistant	\$20 - \$27 an hour	Hourly	Full-time
91	CNA - Certified Nursing Assistant K.W.	\$22 - \$24 an hour	Hourly	Full-time+5
94	Certified Nursing Assistant (CNA) Internal Agency	\$30 - \$40 an hour	Hourly	Assignment-Bas
96	CNA - Certified Nursing Assistant	\$25 - \$30 an hour	Hourly	Full-time+1
99	CNA - Certified Nursing Assistant	\$25 - \$28 an hour	Hourly	Full-time+1
100	CNA - Certified Nursing Assistant	\$18.85 - \$22.16 an hour	Hourly	Full-time

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
106	CNA - Certified Nursing Assistant	\$25 - \$30 an hour	Hourly	Full-time+2
108	CNA (Certified Nursing Assistant)	\$22 an hour	Hourly	Full-time+2
112	CNA - Certified Nursing Assistant	\$22.23 - \$35.00 an hour	Hourly	Full-time+1
113	CNA - Certified Nursing Assistant	\$20.00 - \$28.92 an hour	Hourly	Part-time+1
115	CNA, Certified Nursing Assistant - Puyallup, WA	\$22.25 - \$26.00 an hour	Hourly	Full-time
116	NA-C / Full-Time - Nights	\$16.28 - \$22.44 an hour	Hourly	Full-time
117	Home Health Certified Nursing Assistant	\$19 - \$23 an hour	Hourly	Part-time+1
118	Certified Nursing Assistant, Part-Time	\$17.59 - \$28.40 an hour	Hourly	Part-time
121	Nursing Assistant, Registered (NA-R) - Longview, WA	\$15.84 an hour	Hourly	Full-time
122	Nursing Assistant (CNA or NAR)	\$18 - \$28 an hour	Hourly	Full-time+1
123	Certified Nursing Assistant	\$20 - \$25 an hour	Hourly	Full-time
125	LPN / CNA - Certified Nursing Assistant	\$20 - \$26 an hour	Hourly	Part-time
128	CNA - Certified Nursing Assistant	\$28 - \$30 an hour	Hourly	Part-time
130	Certified Nursing Assistant (CNA) (Float Pool)	\$30 - \$34 an hour	Hourly	Full-time
131	CNA/CMA - Certified Nursing Assistant/Medical Assistant	\$20 - \$22 an hour	Hourly	Full-time
136	Certified Nursing Assistant (CNA) / Nurses Aide with 8K Sign-On Bon	\$25 - \$27 an hour	Hourly	Full-time
138	Certified Nursing Assistant (CNA), Nursing Assistants	\$20.00 - \$25.18 an hour	Hourly	Full-time+1
139	CNA - Certified Nursing Assistant	\$19.25 - \$26.25 an hour	Hourly	Full-time+2
140	Certified Nursing Assistant for SNF ***\$2,000 SIGN ON BONUS***	\$22.50 - \$25.00 an hour	Hourly	Full-time+1
142	CNA	\$28 - \$30 an hour	Hourly	Part-time
145	CNA - Certified Nursing Assistant, Part-Time	\$22.00 - \$24.50 an hour	Hourly	Part-time
147	Certified Nursing Assistant	\$19 - \$24 an hour	Hourly	Full-time
149	Certified Nursing Assistant (CNA)	\$25 - \$35 an hour	Hourly	Full-time+1
151	CNA - Certified Nursing Assistant	\$25 - \$27 an hour	Hourly	Full-time
152	CNA - Certified Nursing Assistant	\$17 - \$18 an hour	Hourly	Part-time+1
153	CNA - Certified Nursing Assistant	\$30 - \$35 an hour	Hourly	Full-time+1
157	Certified Nursing Assistant (CNA)	\$26 - \$28 an hour	Hourly	Full-time+2
158	CNA - Certified Nursing Assistant	\$28 - \$32 an hour	Hourly	Temporary
160	Certified Nursing Assistant CNA / Home Care Aide HCA	\$18.17 - \$23.12 an hour	Hourly	Full-time+1
161	NAC Assisted Living Part-Time Evenings 2:30pm-11pm Sun-Mon Re	\$18 - \$26 an hour	Hourly	Part-time
163	Certified Nursing Assistant (CNA)	\$19.50 - \$27.33 an hour	Hourly	Full-time
170	CNA - Certified Nursing Assistant (NAC/NAR)	\$17.50 - \$23.00 an hour	Hourly	Full-time+1
173	CNA or NAR, Certified Nursing Assistant	\$17 - \$25 an hour	Hourly	Full-time+1
175	Certified Medical Assistant (CMA) / Certified Nursing Assistant (CNA)	\$18 - \$21 an hour	Hourly	Full-time+1
177	CNA - Certified Nursing Assistant	\$24 - \$30 an hour	Hourly	Full-time+2
182	Nursing Assistant CNA NAC HCA NAR	\$21 - \$24 an hour	Hourly	Part-time
185	CNA - Certified Nursing Assistant	\$22.00 - \$27.50 an hour	Hourly	Full-time+1
188	Nursing Assistant	\$34,552 - \$56,417 a year	Salary	Part-time
193	CNA or HCA	\$18 - \$24 an hour	Hourly	Full-time+1

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
197	CNA | Nursing Assistant | Home Care Aide | Work Together as a Team	\$18 - \$28 an hour	Hourly	Full-time+1
199	CNA - Certified Nursing Assistant	\$24 an hour	Hourly	Full-time+1
200	CERTIFIED NURSING ASSISTANT (CNA)	\$25 - \$27 an hour	Hourly	Full-time+4
204	Certified Nursing Assistant (CNA)	\$19.50 - \$25.01 an hour	Hourly	Full-time+1
206	Certified Nursing Assistant CNA (Day/Eve) - NEW WAGES	\$24 - \$28 an hour	Hourly	Full-time+1
208	Certified Nursing Assistant	\$18 - \$23 an hour	Hourly	Full-time
211	Certified Nursing Assistant/Home Care Aide	\$21 an hour	Hourly	Full-time
213	Certified Nurses Aide (\$3000 sign on bonus)	\$22.00 - \$28.25 an hour	Hourly	Full-time
215	CNA / Caregiver | Choose YOUR Shift (8am – 4pm or 9am – 5pm | Night)	\$18.69 - \$26.17 an hour	Hourly	Full-time+1
223	Certified Nursing Assistant (CNA)	\$23 - \$25 an hour	Hourly	Full-time+1
225	CNA - Certified Nursing Assistant	\$1,200 a week	Hourly	Contract
228	CNA - Certified Nursing Assistant	\$19 - \$21 an hour	Hourly	Full-time+1
229	CNA - Certified Nursing Assistant - Chehalis	\$17.75 an hour	Hourly	Full-time
234	Assisted Living Nursing Assistant CNA NAC HCA NAR	\$21 - \$24 an hour	Hourly	Part-time
237	Certified Nursing Assistant (Find your long-term home!)	\$44,000 a year	Salary	Full-time
243	CNA - Certified Nursing Assistant	\$22 - \$23 an hour	Hourly	Full-time
247	NA-C / Full-Time or Part-Time - Nights	\$16.28 - \$22.44 an hour	Hourly	Full-time+1
253	CNA - Certified Nursing Assistant	\$22.00 - \$25.22 an hour	Hourly	Full-time+1
254	Private Caregiver (CNA or HCA)	\$25 an hour	Hourly	Full-time+1
255	CNA - Certified Nursing Assistant	\$21.00 - \$24.37 an hour	Hourly	Full-time+1
258	CNA - Certified Nursing Assistant up to \$24/hr (\$2,000 Sign-On)	\$19 - \$24 an hour	Hourly	Full-time+1
259	Day Shift HCA or CNA In-Home Caregiver near Tacoma!	\$20 - \$24 an hour	Hourly	Full-time+1
261	CNA - Certified Nursing Assistant	\$22 - \$28 an hour	Hourly	Full-time+1
262	CNA - Certified Nursing Assistant	\$20 - \$25 an hour	Hourly	Full-time+1
263	Certified Nursing Assistant - CNA	\$25.15 an hour	Hourly	Full-time+1
265	CNA/HCA	\$19 - \$22 an hour	Hourly	Full-time+1
268	CNA - Certified Nursing Assistant, \$3,000 Hiring Incentive	\$19 - \$21 an hour	Hourly	Full-time+1
269	Certified Nursing Assistant	\$24 - \$30 an hour	Hourly	Full-time
270	Certified Nursing Assistant (CNA) - Convalescent and Rehabilitation	\$20 - \$25 an hour	Hourly	Full-time+1
272	Nursing Assistant/NAC/NAR/CNA- North Seattle	\$20.00 - \$23.91 an hour	Hourly	Full-time+2
273	CNA - Certified Nursing Assistant	\$22.50 - \$28.00 an hour	Hourly	Full-time+1
276	CNAs/HCA's - Flexible Schedules - \$18 - \$20 an Hour - Interviewing	\$18 - \$20 an hour	Hourly	Part-time
277	CNA Certified Nursing Assistant - Ballard, WA	\$21.50 - \$25.20 an hour	Hourly	Full-time
278	Care Asst-Health Unit Coord PACU	\$18.55 - \$26.10 an hour	Hourly	Part-time
279	CNA - Certified Nursing Assistant/Caregiver	\$18 - \$23 an hour	Hourly	Full-time
281	Certified Nursing Assistant - Acute Care/Med Surg - PRN	\$15.74 - \$19.73 an hour	Hourly	Part-time+1
285	CNA/HCA Start at \$22-\$24! Same Day offers!	\$22 - \$24 an hour	Hourly	Part-time+1
286	Certified Nursing Assistant (CNA) (\$20.85-\$26.46)	\$20.85 - \$26.46 an hour	Hourly	Full-time
288	CNA - FLEXIBLE SCHEDULE + MONTHLY \$500	\$21 - \$31 an hour	Hourly	Full-time+4

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
295	CNA - Certified Nursing Assistant	\$18 - \$20 an hour	Hourly	Full-time+1
297	CNA - Certified Nursing Assistant	\$16 - \$19 an hour	Hourly	Full-time
299	CNA, HCA, NAR / Caregiver for Adult Family Home setting!	\$20 - \$30 an hour	Hourly	Full-time+1
300	Caregiver *12-hour. 10-hour. 8-hour* Day Shifts	\$15 - \$20 an hour	Hourly	Full-time+1
301	CNA - Certified Nursing Assistant	\$21.50 - \$24.70 an hour	Hourly	Full-time+1
303	Day Shift HCA/CNA with Med Delegation	\$18.50 - \$21.00 an hour	Hourly	Full-time+1
304	CNA | Skilled Nursing | LTC	\$18.59 - \$24.33 an hour	Hourly	Full-time
305	CNA - Certified Nursing Assistant	\$25 - \$30 an hour	Hourly	Full-time+2
311	PT CNA/HCA	\$19 - \$22 an hour	Hourly	Part-time
314	CNA - Certified Nursing Assistant/Caregiver/HCA	\$18.50 - \$21.00 an hour	Hourly	Full-time+2
316	SNF Certified Nursing Assistant (NAC)	\$22 an hour	Hourly	Full-time+2
319	CNA - Certified Nursing Assistant	\$16.50 - \$20.00 an hour	Hourly	Full-time+1
321	CNA - Certified Nursing Assistant	\$19 - \$25 an hour	Hourly	Full-time+3
322	CNA or HCA PRN	\$20 - \$22 an hour	Hourly	Full-time+2
324	HCA / CNA / NAC Nursing Assistant (Assisted Living)	\$15.74 - \$22.58 an hour	Hourly	Full-time+1
325	NAC/HCA Med Tech	\$19.57 - \$25.53 an hour	Hourly	Full-time
328	CNA - Certified Nursing Assistant	\$20 - \$26 an hour	Hourly	Full-time+1
330	Cert-Nursing Asst/Observation Unit/PRN/Every Other Weekend	\$15.74 - \$19.73 an hour	Hourly	Part-time+1
332	CNA - Certified Nursing Assistant	\$20 - \$25 an hour	Hourly	Full-time
334	Certified Nurse Assistant	\$19 - \$22 an hour	Hourly	Full-time
335	Crisis Certified Nursing Assistant – Posting #22-037	\$18.25 - \$19.25 an hour	Hourly	Full-time
336	Certified Nursing Assistant (CNA)	\$18 - \$25 an hour	Hourly	Full-time
338	Certified Nursing Assistant (CNA)	\$21.00 - \$24.37 an hour	Hourly	Full-time+2
339	Caregiver-HCA & Nursing Assistant-CNA - \$1,500.00 Sign-on bonus	\$17 - \$20 an hour	Hourly	Full-time+1
342	Nursing Assistant	\$20 - \$21 an hour	Hourly	Full-time+2
343	CNA / HCA Caregivers	\$19 - \$25 an hour	Hourly	Full-time+1
345	Caregiver/CNA/HCA	\$21 - \$22 an hour	Hourly	Full-time+1
348	Certified Nurse Assistant - Infusion	\$17.84 - \$27.84 an hour	Hourly	Full-time
350	CNA - Certified Nursing Assistant	\$15 - \$20 an hour	Hourly	Full-time+2
353	Caregiver/Personal Care Aide	\$20.36 - \$22.38 an hour	Hourly	Full-time+1
354	CNA- K1 C3	\$25 - \$30 an hour	Hourly	Full-time+1
355	Caregiver and CNA's needed for the Anacortes area	\$19 - \$25 an hour	Hourly	Full-time+1
356	Certified Nursing Assistant (CNA)	\$21.69 - \$23.83 an hour	Hourly	Full-time
357	Medical Assistant/Certified Nursing Assistant – Posting #22-194	\$18.25 - \$19.75 an hour	Hourly	Full-time+1
361	Caregiver/CNA Part -time	\$21 - \$24 an hour	Hourly	Part-time
363	CNA or HCA	\$16.50 - \$20.00 an hour	Hourly	Full-time+1
365	CNA's Wanted FT - Great Benefits!	\$21.58 - \$25.97 an hour	Hourly	Full-time
366	CNA/Caregiver North End \$500 after Sign-on!	\$20 - \$25 an hour	Hourly	Full-time+2
368	Nursing Assistant Certified (NAC/CNA)	\$18 - \$21 an hour	Hourly	Full-time

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
370	CNA - Certified Nursing Assistant **Auto Offe**	\$29.93 - \$31.50 an hour	Hourly	Full-time+1
371	CNA - Elder Care / ALF or Home	\$23.15 - \$23.96 an hour	Hourly	Full-time
372	CNA/HCA NOC SHIFT (12HR SHIFTS)	\$16 - \$19 an hour	Hourly	Full-time
373	NAC I	\$17.24 - \$26.21 an hour	Hourly	Full-time
376	Home Care Certified Nursing Assistant	\$18 - \$22 an hour	Hourly	Full-time+1
377	CNA - Certified Nursing Assistant - HIRING BONUS!	\$17.27 - \$31.55 an hour	Hourly	Full-time+1
378	CNA - EVE Full or Part Time	\$20.25 - \$23.48 an hour	Hourly	Full-time
379	CNA - Certified Nursing Assistant	\$22.25 - \$26.75 an hour	Hourly	Full-time+1
380	Caregiver/HCA/CNA with \$500 Sign On (HC)	\$19 - \$20 an hour	Hourly	Full-time
381	Certified Caregiver NAC CNA HCA	\$20 - \$25 an hour	Hourly	Full-time+1
382	SNF Certified Nursing Assistant (NAC)	\$22 an hour	Hourly	Full-time
383	CNA \$5,000 Signing bonus	\$21.50 - \$23.50 an hour	Hourly	Full-time
384	CNA/HCA/Caregiver AM/PM Shifts Available	\$17.50 - \$23.00 an hour	Hourly	Full-time
385	CNA \$25 to \$27 per hour \$2000.00 Sign On Bonus!!	\$25 - \$27 an hour	Hourly	Full-time
387	\$1,000 Sign-On Bonus! At Aegis Lodge CNA/HCA : Medication Care	\$22 - \$24 an hour	Hourly	Full-time
390	CNA - Behavioral Health	\$25 an hour	Hourly	Full-time+1
391	Home Health CNAs Needed (12 Hour Shifts - \$18 - \$20 per hour)	\$18 - \$20 an hour	Hourly	Full-time
392	Home Care Aide, CNA | On Campus	\$18.59 - \$26.25 an hour	Hourly	Full-time
395	In Home Caregiver (\$22 per hour)	\$22 - \$23 an hour	Hourly	Part-time
396	Hiring NOW Home Care Assistant \$20.36-22.38	\$20.36 - \$22.38 an hour	Hourly	Full-time+1
400	[Bonney Lake] Home Care Aid / CNA (9am to 1pm Sun, M, W and TH)	\$18.69 - \$26.17 an hour	Hourly	Part-time
401	NAC/HCA -24hr shift, FT and PT	\$18.54 - \$24.19 an hour	Hourly	Full-time+1
402	Certified Medication Aide CMA	\$25 an hour	Hourly	Full-time
406	CNA-SNF	\$21.50 - \$24.00 an hour	Hourly	Full-time+1
407	HHA CNA \$500 BONUS	\$20 - \$23 an hour	Hourly	Full-time+1
408	Home Care Caregiver HCA or CNA Dementia Care , 12-hr shifts - No	\$18 - \$20 an hour	Hourly	Full-time
409	Caregiver/CNA/HCA (SR)	\$17 - \$20 an hour	Hourly	Full-time+1
411	Caregiver (Paid HCA training, Same Day pay)	\$17 - \$20 an hour	Hourly	Full-time
412	Hiring Certified Nursing Assistants (CNA's)	\$19 - \$26 an hour	Hourly	Full-time
413	CNA/LPN	\$22 - \$40 an hour	Hourly	Full-time+1
416	Certified Nursing Assistant (CNA)	\$20 - \$30 an hour	Hourly	Part-time+2
417	Caregiver - 1:1 HCA/CNA	\$19 - \$26 an hour	Hourly	Full-time
418	Caregiver/HCA/CNA Part-time	\$17.50 - \$19.00 an hour	Hourly	Part-time
421	HCA/CNA/Caregiver	\$18 - \$22 an hour	Hourly	Full-time+1
423	CNA Home Health Hospice \$5000 Signing Bonus	\$24 - \$26 an hour	Hourly	Full-time
424	Caregiver	\$21.50 - \$24.73 an hour	Hourly	Full-time+1
425	On-Call Caregiver at Whitman Place | Part-Time	\$16 - \$17 an hour	Hourly	Part-time
426	CNA/Med Tech	\$20 - \$22 an hour	Hourly	Part-time
430	Caregiver or Personal Care Assistant	\$17.99 - \$19.00 an hour	Hourly	Full-time+1

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
431	Med Tech	\$18.50 an hour	Hourly	Full-time
432	Home Care Assistant	\$20.32 - \$22.59 an hour	Hourly	Full-time+1
433	CNA - Certified Nursing Assistant	\$19 - \$25 an hour	Hourly	Full-time+1
434	CNA or CNA Needed! Monday- Friday Afternoon Shifts!	\$18 - \$20 an hour	Hourly	Part-time
436	Certified Nursing Assistant CNA, HIRING Bonus!!	\$17.27 - \$30.12 an hour	Hourly	Full-time+1
439	Certified Nursing Assistant - CNA	\$21.00 - \$24.13 an hour	Hourly	Full-time+1
447	HOME CARE AIDE	\$19.00 - \$21.05 an hour	Hourly	Full-time
452	Certified Nurse Assistant - CNA Night Shift \$750 sign on bonus	\$18 an hour	Hourly	Full-time+2
454	CNA HCA 12 & 24 Hour Shifts / Night shift	\$18 - \$25 an hour	Hourly	Full-time
455	CNA - General Medical & Observation Unit	\$22.50 - \$28.36 an hour	Hourly	Full-time
456	Home Care Aide	\$16.25 - \$21.75 an hour	Hourly	Full-time+1
457	Caregiver / assistant manager in AFH or RCM Resident Care Manag	\$16 - \$25 an hour	Hourly	Full-time+1
458	CNA - Home Health - Night	\$25 an hour	Hourly	Full-time
460	CNA (FT)	\$25 an hour	Hourly	Full-time+1
463	Certified Nursing Assistant	\$19 - \$27 an hour	Hourly	Full-time
467	Certified Nursing Assistant - CNA	\$16.62 - \$20.77 an hour	Hourly	Full-time
471	Certified Nursing Assistant (CNA)	\$18 - \$20 an hour	Hourly	Full-time
472	Caregiver / Licensed Home Care Aide (HCA)	\$17.27 - \$25.00 an hour	Hourly	Full-time+1
474	Nursing Assistant	\$16 - \$18 an hour	Hourly	Full-time+1
475	HCA or CNA in home care 12-hour shifts days and nights immediate	\$23 an hour	Hourly	Full-time
478	CNA	\$18 - \$23 an hour	Hourly	Full-time
480	NAC-HUC/Emergency Department/ PRN/Rotating	\$15.74 - \$19.87 an hour	Hourly	Full-time+1
481	Certified Nurse Assistant CNA	\$25.53 an hour	Hourly	Full-time+2
484	Home Care Aide/Caregiver	\$20 - \$23 an hour	Hourly	Full-time+1
485	Caregiver/HCA/CNA Needed	\$20 an hour	Hourly	Full-time
487	Certified Nurse Assistant (LP-23237)	\$18.75 - \$20.10 an hour	Hourly	Full-time
489	NOW HIRING: Home Care Aide/Caregiver in Monroe Tues/Thurs 11.	\$23 - \$25 an hour	Hourly	Part-time
490	12 hour caregiver/HCA/CNA shifts in Shoreline	\$20 - \$22 an hour	Hourly	Full-time+1
491	CNA - ***INCENTIVES: AUTHORIZED FOR HIGHLY QUALIFIED C/	\$33,191 - \$54,190 a year	Salary	Full-time
492	Certified Nurse Assistant (CNA) for Placement	\$20 - \$25 an hour	Hourly	Full-time+5
493	NAC/HCA for Behavioral Health	\$18.54 - \$24.19 an hour	Hourly	Full-time
496	CNA - Certified Nursing Assistant - HIRING BONUS!	\$17.27 - \$31.55 an hour	Hourly	Full-time+1
497	Caregiver/CNA/HCA (willing to train)	\$17 - \$20 an hour	Hourly	Full-time+1
499	CNA - Certified Nursing Assistant	\$19 - \$24 an hour	Hourly	Full-time+1
502	Nursing Assistant Certified	\$18.69 an hour	Hourly	Full-time
503	CNA/Home Health Aide	\$17 - \$25 an hour	Hourly	Full-time+1
504	CNA Resident Assistant Murano Senior Living	\$23 - \$25 an hour	Hourly	Full-time
506	Elders CNA	\$23.15 an hour	Hourly	Full-time
508	CNA/Caregiver, Personal Care Attendant	\$15 - \$35 an hour	Hourly	Full-time+1

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
511	CNA - Certified Nursing Assistant	\$16 - \$19 an hour	Hourly	Full-time+1
512	CNA - In Home Care (Vancouver, WA)	\$20 - \$23 an hour	Hourly	Full-time
513	CNA/HCA Caregivers Evening & NOC Shift **\$1000 Sign on Bonus**	\$19.75 - \$22.00 an hour	Hourly	Full-time+1
514	Caregiver / CNA or HCA / Weekend	\$18 - \$22 an hour	Hourly	Full-time+2
515	Caregiver (Flexible Scheduling, Paid Training)	\$17 - \$20 an hour	Hourly	Full-time
518	CNA, Caregiver, Home Health Aide, Personal Care Attendant	\$15 - \$35 an hour	Hourly	Full-time+1
522	CNA/Caregiver 12 hour shifts	\$18 - \$22 an hour	Hourly	Full-time+1
525	Caregiver/CNA/HCA	\$20 - \$25 an hour	Hourly	Full-time+2
526	CNA	\$21 an hour	Hourly	Full-time
529	CNA/Caregiver	\$18 - \$20 an hour	Hourly	Full-time+1
531	Caregiver	\$17.00 - \$18.50 an hour	Hourly	Full-time
532	CNA	\$20 an hour	Hourly	Full-time
534	CNA - Certified Nursing Assistant	\$16 - \$18 an hour	Hourly	Full-time
536	CNA - Certified Nursing Assistant/ Home Health Aide	\$18.00 - \$18.50 an hour	Hourly	Part-time
539	Certified Nursing Assistant (CNA)	\$18 - \$20 an hour	Hourly	Full-time
541	CNA/Caregiver/HCA	\$15.75 - \$18.00 an hour	Hourly	Full-time+1
542	Caregiver/CNA/Medication Assistant at Evergreen Place | Full-Time	\$19 - \$22 an hour	Hourly	Full-time
543	CNA/Caregiver	\$21 - \$24 an hour	Hourly	Full-time
544	Part-Time Caregiver - CNA/HCA	\$21 - \$23 an hour	Hourly	Part-time
546	HCA/ CNA care provider	\$18 - \$19 an hour	Hourly	Full-time
550	RNA/CNA	\$21 - \$22 an hour	Hourly	Part-time+1
551	CNA Certified Nursing Assistant	\$16 - \$22 an hour	Hourly	Full-time+2
552	AM/Swing Caregiver needed - HCA - CNA Preferred	\$17 - \$20 an hour	Hourly	Full-time
553	Personal Care Assistant (HCA/CNA/NAR)	\$16 - \$19 an hour	Hourly	Full-time+1
555	CNA or NAR	\$20.25 - \$23.12 an hour	Hourly	Full-time
556	CNA/HCA with \$1,000 Sign On (GC)	\$18 - \$21 an hour	Hourly	Full-time
557	Caregiver CNA/NAC for Health and Rehab	\$18.54 - \$24.19 an hour	Hourly	Full-time
558	Caregiver CNA Home Care Aide	\$19.51 - \$22.15 an hour	Hourly	Full-time+1
559	HCA/Caregiver	\$17 - \$20 an hour	Hourly	Full-time
561	Caregiver/ HCA/ CNA Needed Part Time Day Shift - Will Train	\$18 - \$20 an hour	Hourly	Part-time
562	HCA/NAR/NAC	\$17 - \$20 an hour	Hourly	Full-time+1
564	Hiring Skilled Nursing Facility HCA/NAR/CNA Seattle-Bothell-Renton	\$20 - \$23 an hour	Hourly	Full-time+3
565	Caregiver - Direct Support Professional	\$19 an hour	Hourly	Full-time+1
567	Sitter/CNA	\$17.00 - \$25.78 an hour	Hourly	Part-time
568	CNA - Full-Time All Shifts	\$22 - \$25 an hour	Hourly	Full-time
569	HHA Coordinator Assistant (CNA)	\$17 an hour	Hourly	Full-time
571	CNA, Home Care Aide Nurse Delegated, Caregiver - Dupont	\$19.25 an hour	Hourly	Full-time+1
572	CNA or HCA - Assisted Living	\$19 - \$22 an hour	Hourly	Full-time
574	Caregiver/Home Care Aid/CNA (FT)	\$18 - \$23 an hour	Hourly	Full-time

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
576	Caregiver / CNA (Full-Time)	\$18.50 - \$21.50 an hour	Hourly	Full-time
578	Home care aide caregiver CNA	\$20 - \$27 an hour	Hourly	Full-time
579	Part-time Caregiver - 4-Hour Shifts	\$21 - \$23 an hour	Hourly	Part-time
580	CNA/HCA/Caregiver/Medtech	\$18 - \$23 an hour	Hourly	Full-time+3
581	NAC/HCA Direct Care Staff	\$16.50 - \$18.25 an hour	Hourly	Full-time+1
586	CNA - License Required	\$22.50 - \$27.50 an hour	Hourly	Full-time+2
587	CAREGIVERS HCA/CNA - Wright's Home Care - SEQUIM & PORT	\$18.00 - \$18.75 an hour	Hourly	Full-time
591	Caregiver / C.N.A. / H.C.A.	\$17.50 - \$19.00 an hour	Hourly	Full-time+1
592	Full-Time Caregiver	\$21 - \$23 an hour	Hourly	Full-time+1
594	Caregiver - HCA/CNA	\$18 - \$24 an hour	Hourly	Full-time
595	Caregiver (CNA/PCA/HHA)	\$17 - \$20 an hour	Hourly	Full-time+1
596	Caregiver (CNA/HCA)	\$17 - \$20 an hour	Hourly	Full-time+1
597	Caregiver - HCA/CNA	\$18 - \$21 an hour	Hourly	Part-time
598	Caregiver	\$20.00 - \$21.75 an hour	Hourly	Full-time
601	NAR	\$18 - \$20 an hour	Hourly	Full-time+2
602	CNA/Home Health Aide	\$14 an hour	Hourly	Full-time+1
603	Caregiver/Personal Assistant	\$16.50 - \$18.00 an hour	Hourly	Full-time
604	PCA Personal Care Assistant	\$16 - \$19 an hour	Hourly	Full-time+1
606	Caregiver/NAR/CNA/HCA	\$16 - \$18 an hour	Hourly	Full-time+1
611	FULL TIME CAREGIVER NEEDED (CNAs/HCA) 7am - 3p - \$18to \$	\$18 - \$20 an hour	Hourly	Full-time
612	Home Health Aide (HHA)/Personal Care Assistant (PCA)	\$18 - \$20 an hour	Hourly	Part-time
613	Certified Nursing Assistant, CNA	\$20.00 - \$23.20 an hour	Hourly	Full-time+1
615	Caregiver - Home Care Aide/CNA	\$17.25 - \$20.02 an hour	Hourly	Full-time+1
616	Home Care Aide - HCA - NAC	\$17 - \$19 an hour	Hourly	Full-time
617	Caregiver	\$17 - \$20 an hour	Hourly	Full-time
618	Full Time CNA	\$19 - \$22 an hour	Hourly	Full-time
619	CNA/Caregiver	\$18 - \$20 an hour	Hourly	Full-time+1
621	Home Health Care Aide	\$17.76 - \$19.70 an hour	Hourly	Full-time+1
624	CNA/HHA/Caregiver	\$18 - \$22 an hour	Hourly	Full-time+1
625	Home Care Assistant (HCA) - Seattle/Eastside	\$19 - \$22 an hour	Hourly	Full-time+1
626	Caregiver, CNA, Home Care Aide, HCA: Flexible Schedules: Day Sh	\$19 an hour	Hourly	Part-time
627	HCA/CNA	\$18 - \$22 an hour	Hourly	Part-time+2
628	NAC/NAR	\$18 - \$20 an hour	Hourly	Full-time+1
631	CNA -LICENSE REQUIRED	\$20.00 - \$25.86 an hour	Hourly	Full-time
636	CNA	\$16 an hour	Hourly	Part-time
638	Part Time Caregiver/NAC/NAR/CNA	\$17 - \$20 an hour	Hourly	Part-time
641	Certified Nursing Assistant, CNA	\$16 - \$20 an hour	Hourly	Full-time
642	Caregiver/Personal Assistant Day Shift Mon-Fri	\$19 - \$20 an hour	Hourly	Full-time
643	Dependable Home Health Aide (HHA)/Personal Care Assistant (PCA)	\$18 - \$20 an hour	Hourly	Full-time

Certified Nursing Assistants

ID	Title	Salary	Wage_Type_BDS	Employment
644	Resident Assistant II | CNA Night Shift	\$17.50 - \$18.50 an hour	Hourly	Full-time
649	In Home Care Provider HCA/CNA	\$18 - \$19 an hour	Hourly	Full-time+1
656	Caregiver / CNA / HCA - @ Adult Family Home	\$18 - \$21 an hour	Hourly	Full-time+1
659	Caregiver, CNA/HCA Required. , 2023	\$19 - \$21 an hour	Hourly	Full-time+1
660	Caregiver/CarePro - (CNA/HCA Weekend Float Pool in Spokane Co)	\$17 - \$20 an hour	Hourly	Full-time+1
661	CNA	\$17 - \$20 an hour	Hourly	Full-time
662	NAC-HUC/Emergency Department/ Part Time/Nights/EOW	\$15.74 - \$19.87 an hour	Hourly	Full-time
664	CNA / HCA Caregiver	\$16.50 - \$20.00 an hour	Hourly	Part-time
669	Resident Assistant II | CNA or HCA	\$19 - \$20 an hour	Hourly	Part-time
671	Full-Time Caregiver	\$21 - \$23 an hour	Hourly	Full-time
672	CNA Vancouver	\$19 - \$21 an hour	Hourly	Full-time

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
2	Bothell	Bothell, WA 98021	Puget Sound
3	Ellensburg	Ellensburg, WA	South Central
4	Vancouver	Vancouver, WA	Southwest
5	Tacoma	Tacoma, WA 98409 (South Tacoma area)	Puget Sound
6	Mount Vernon	Mount Vernon, WA 98274	Northwest
7	Bellevue	Bellevue, WA 98004 (Southwest Bellevue area)	Puget Sound
11	Spokane	Spokane, WA	Northeast
13	Olympia	Olympia, WA 98506	Southwest
16	Medical Lake	Medical Lake, WA 99022	Northeast
18	Issaquah	Issaquah, WA	Puget Sound
22	Des Moines	Des Moines, WA 98198	Puget Sound
26	Forks	Forks, WA	Peninsula/Coastal
29	Medical Lake	Medical Lake, WA 99022	Northeast
32	Vancouver	Vancouver, WA	Southwest
34	Seattle	Seattle, WA 98101 (First Hill area)	Puget Sound
35	Bellevue	Bellevue, WA	Puget Sound
36	Spokane	Spokane, WA	Northeast
37	Seattle	Seattle, WA	Puget Sound
41	Mukilteo	Mukilteo, WA	Puget Sound
42	Everett	Everett, WA 98207	Puget Sound
49	Elma	Elma, WA	Peninsula/Coastal
51	Edmonds	Edmonds, WA 98026	Puget Sound
57	Mount Vernon	Mount Vernon, WA	Northwest
63	Olympia	Olympia, WA 98506	Southwest
64	Spokane	Spokane, WA 99202	Northeast
66	Sunnyside	Sunnyside, WA 98944	South Central
68	Spokane	Spokane, WA	Northeast
69	Medical Lake	Medical Lake, WA	Northeast
70	Pullman	Pullman, WA 99163	Southeast
80	Colfax	Colfax, WA	Southeast
82	Brewster	Brewster, WA 98812	North Central
83	Renton	Renton, WA	Puget Sound
89	Yakima	Yakima, WA 98902	South Central
90	Olympia	Olympia, WA 98502	Southwest
91	Walla Walla	Walla Walla, WA	South Central
94	Bellingham	Bellingham, WA 98225	Northwest
96	Kirkland	Kirkland, WA	Puget Sound
99	Seattle	Seattle, WA	Puget Sound
100	Centralia	Centralia, WA 98531	Southwest

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
106	Olympia	Olympia, WA	Southwest
108	Centralia	Centralia, WA	Southwest
112	Seattle	Seattle, WA 98122 (First Hill area)	Puget Sound
113	Woodinville	Woodinville, WA 98072	Puget Sound
115	Puyallup	Puyallup, WA 98372	Puget Sound
116	Brewster	Brewster, WA 98812	North Central
117	Bellingham	Bellingham, WA 98226 (Guide Meridian area)	Northwest
118	Ilwaco	Ilwaco, WA 98624	Peninsula/Coastal
121	Longview	Longview, WA 98632 (Downtown area)	Southwest
122	Centralia	Centralia, WA 98531	Southwest
123	Renton	Renton, WA 98057 (Earlington Hill area)	Puget Sound
125	Everett	Everett, WA 98208 (Silver Lake area)	Puget Sound
128	Stanwood	Stanwood, WA 98292	Puget Sound
130	Everett	Everett, WA	Puget Sound
131	Bellingham	Bellingham, WA 98225 (Lettered Streets area)	Northwest
136	Stanwood	Stanwood, WA 98292	Puget Sound
138	Poulsbo	Poulsbo, WA 98370	Peninsula/Coastal
139	Vancouver	Vancouver, WA 98683 (Cascade Highlands area)	Southwest
140	Mercer Island	Mercer Island, WA 98040	Puget Sound
142	Monroe	Monroe, WA	Puget Sound
145	Lynden	Lynden, WA 98264	Northwest
147	Tacoma	Tacoma, WA 98402 (New Tacoma area)	Puget Sound
149	Mount Vernon	Mount Vernon, WA 98273	Northwest
151	Seattle	Seattle, WA 98112 (Capitol Hill area)	Puget Sound
152	Spokane	Spokane, WA 99212	Northeast
153	Medical Lake	Medical Lake, WA 99022	Northeast
157	Spokane	Spokane, WA 99202 (East Central area)	Northeast
158	Medical Lake	Medical Lake, WA 99022	Northeast
160	Sumner	Sumner, WA 98390	Puget Sound
161	Ephrata	Ephrata, WA 98823	North Central
163	Vancouver	Vancouver, WA 98664 (North Garrison Heights area)	Southwest
170	Spokane	Spokane, WA	Northeast
173	Arlington	Arlington, WA 98223 (Old Town area)	Puget Sound
175	Bellingham	Bellingham, WA 98229 (Puget area)	Northwest
177	Seattle	Seattle, WA 98118 (Columbia City area)	Puget Sound
182	Seattle	Seattle, WA 98178	Puget Sound
185	Olympia	Olympia, WA 98506	Southwest
188	Vancouver	Vancouver, WA	Southwest
193	Kennewick	Kennewick, WA 99336	South Central

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
197	Snohomish	Snohomish, WA	Puget Sound
199	Woodland	Woodland, WA 98674	Southwest
200	Vancouver	Vancouver, WA 98686	Southwest
204	Lacey	Lacey, WA 98503	Southwest
206	Redmond	Redmond, WA 98052 (Education Hill area)	Puget Sound
208	Walla Walla	Walla Walla, WA 99362	South Central
211	Tacoma	Tacoma, WA 98406 (West End area)	Puget Sound
213	Issaquah	Issaquah, WA 98027 (Talus area)	Puget Sound
215	Mercer Island	Mercer Island, WA 98040	Puget Sound
223	Seattle	Seattle, WA 98104 (First Hill area)	Puget Sound
225	Medical Lake	Medical Lake, WA 99022	Northeast
228	Everett	Everett, WA 98203 (View Ridge-Madison area)	Puget Sound
229	Chehalis	Chehalis, WA 98532	Southwest
234	Seattle	Seattle, WA 98133	Puget Sound
237	Seattle	Seattle, WA	Puget Sound
243	Wenatchee	Wenatchee, WA 98801	North Central
247	Brewster	Brewster, WA 98812	North Central
253	Seattle	Seattle, WA 98104 (First Hill area)	Puget Sound
254	Ballard	Ballard, WA	Puget Sound
255	Marysville	Marysville, WA 98270	Puget Sound
258	Tacoma	Tacoma, WA 98444 (South End area)	Puget Sound
259	Tacoma	Tacoma, WA	Puget Sound
261	Shoreline	Shoreline, WA 98155 (Briarcrest area)	Puget Sound
262	Federal Way	Federal Way, WA	Puget Sound
263	Gig Harbor	Gig Harbor, WA 98335	Puget Sound
265	Spokane	Spokane, WA	Northeast
268	Soap Lake	Soap Lake, WA	North Central
269	Federal Way	Federal Way, WA 98023	Puget Sound
270	Lacey	Lacey, WA 98503	Southwest
272	Seattle	Seattle, WA 98103 (Fremont area)	Puget Sound
273	Seattle	Seattle, WA 98116 (Admiral area)	Puget Sound
276	Puyallup	Puyallup, WA	Puget Sound
277	Seattle	Seattle, WA 98117 (Crown Hill area)	Puget Sound
278	Silverdale	Silverdale, WA 98383	Peninsula/Coastal
279	Washougal	Washougal, WA 98671	Southwest
281	Pasco	Pasco, WA 99301	South Central
285	Seattle	Seattle, WA	Puget Sound
286	Colfax	Colfax, WA 99111	Southeast
288	Spokane	Spokane, WA	Northeast

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
295	Everett	Everett, WA	Puget Sound
297	Longview	Longview, WA	Southwest
299	Tacoma	Tacoma, WA 98446	Puget Sound
300	Spokane	Spokane, WA	Northeast
301	Seattle	Seattle, WA 98117 (Crown Hill area)	Puget Sound
303	Port Angeles	Port Angeles, WA	Peninsula/Coastal
304	Auburn	Auburn, WA 98092	Puget Sound
305	Olympia	Olympia, WA	Southwest
311	Milton	Milton, WA 98354	Puget Sound
314	Vancouver	Vancouver, WA	Southwest
316	Spokane	Spokane, WA 99203 (Lincoln Heights area)	Northeast
319	Yakima	Yakima, WA	South Central
321	Cashmere	Cashmere, WA 98815	North Central
322	Tacoma	Tacoma, WA 98466	Puget Sound
324	Walla Walla	Walla Walla, WA 99362	South Central
325	Spokane Valley	Spokane Valley, WA	Northeast
328	Vancouver	Vancouver, WA 98664 (North Garrison Heights area)	Southwest
330	Pasco	Pasco, WA 99301	South Central
332	Stanwood	Stanwood, WA 98292	Puget Sound
334	Bellevue	Bellevue, WA 98005 (Belred area)	Puget Sound
335	Vancouver	Vancouver, WA 98660 (Carter Park area)	Southwest
336	Camas	Camas, WA 98607	Southwest
338	Federal Way	Federal Way, WA 98003 (West Campus area)	Puget Sound
339	Vancouver	Vancouver, WA 98662	Southwest
342	Cheney	Cheney, WA 99004	Northeast
343	Puyallup	Puyallup, WA	Puget Sound
345	Stanwood	Stanwood, WA 98292	Puget Sound
348	Port Townsend	Port Townsend, WA 98368	Peninsula/Coastal
350	Olympia	Olympia, WA 98502	Southwest
353	Yakima	Yakima, WA	South Central
354	Aberdeen	Aberdeen, WA	Peninsula/Coastal
355	Anacortes	Anacortes, WA	Northwest
356	Seattle	Seattle, WA	Puget Sound
357	Vancouver	Vancouver, WA 98682	Southwest
361	Bellevue	Bellevue, WA 98004 (Downtown area)	Puget Sound
363	Kelso	Kelso, WA 98626	Southwest
365	Tacoma	Tacoma, WA 98407 (West End area)	Puget Sound
366	Lynnwood	Lynnwood, WA	Puget Sound
368	Yakima	Yakima, WA 98902	South Central

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
370	Medical Lake	Medical Lake, WA 99022	Northeast
371	Tacoma	Tacoma, WA 98404 (Eastside-ENACT area)	Puget Sound
372	Sunnyside	Sunnyside, WA 98944	South Central
373	Grand Coulee	Grand Coulee, WA 99133	North Central
376	Vancouver	Vancouver, WA	Southwest
377	Bellingham	Bellingham, WA 98225 (Cornwall Park area)	Northwest
378	Seattle	Seattle, WA 98109 (South Lake Union area)	Puget Sound
379	Tacoma	Tacoma, WA 98409 (South Tacoma area)	Puget Sound
380	Port Angeles	Port Angeles, WA 98362 (Whites Creek area)	Peninsula/Coastal
381	Vancouver	Vancouver, WA	Southwest
382	Spokane	Spokane, WA	Northeast
383	Seattle	Seattle, WA 98101 (Downtown area)	Puget Sound
384	Anacortes	Anacortes, WA 98221	Northwest
385	Tacoma	Tacoma, WA 98404 (Eastside-Enact area)	Puget Sound
387	Kirkland	Kirkland, WA 98034 (Totem Lake area)	Puget Sound
390	Medical Lake	Medical Lake, WA	Northeast
391	Richland	Richland, WA	South Central
392	Auburn	Auburn, WA 98092	Puget Sound
395	Lakewood	Lakewood, WA	Puget Sound
396	Oak Harbor	Oak Harbor, WA	Northwest
400	Bonney Lake	Bonney Lake, WA 98391	Puget Sound
401	Spokane Valley	Spokane Valley, WA 99206	Northeast
402	Othello	Othello, WA 99344	Southeast
406	Silverdale	Silverdale, WA 98383	Peninsula/Coastal
407	Bellingham	Bellingham, WA	Northwest
408	Seattle	Seattle, WA 98115 (Hawthorne Hills area)	Puget Sound
409	Tacoma	Tacoma, WA 98404 (Eastside-ENACT area)	Puget Sound
411	Spokane Valley	Spokane Valley, WA 99206	Northeast
412	Bellevue	Bellevue, WA 98004 (Belred area)	Puget Sound
413	Vancouver	Vancouver, WA 98682 (Parkway East area)	Southwest
416	Seattle	Seattle, WA 98103 (North College Park area)	Puget Sound
417	Seattle	Seattle, WA 98133 (North College Park area)	Puget Sound
418	Pullman	Pullman, WA 99163	Southeast
421	Port Orchard	Port Orchard, WA	Peninsula/Coastal
423	Seattle	Seattle, WA 98108 (Georgetown area)	Puget Sound
424	Bellevue	Bellevue, WA 98008 (Crossroads area)	Puget Sound
425	Walla Walla	Walla Walla, WA 99362	South Central
426	Renton	Renton, WA 98055	Puget Sound
430	Gig Harbor	Gig Harbor, WA 98332 (View Basin area)	Puget Sound

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
431	Kennewick	Kennewick, WA 99336	South Central
432	Port Angeles	Port Angeles, WA	Peninsula/Coastal
433	Everett	Everett, WA 98203 (View Ridge-Madison area)	Puget Sound
434	Tri-Cities	Tri-Cities, WA	South Central
436	Vancouver	Vancouver, WA	Southwest
439	Vancouver	Vancouver, WA 98686	Southwest
447	Everett	Everett, WA 98203 (Evergreen area)	Puget Sound
452	Richland	Richland, WA	South Central
454	Camas	Camas, WA 98607	Southwest
455	Seattle	Seattle, WA 98101 (First Hill area)	Puget Sound
456	Yakima	Yakima, WA	South Central
457	Vancouver	Vancouver, WA 98682	Southwest
458	Vancouver	Vancouver, WA 98686	Southwest
460	Federal Way	Federal Way, WA	Puget Sound
463	Seattle	Seattle, WA 98116 (Admiral area)	Puget Sound
467	Vancouver	Vancouver, WA 98683 (Fishers Landing East area)	Southwest
471	Bellingham	Bellingham, WA	Northwest
472	Duvall	Duvall, WA 98019	Puget Sound
474	Kennewick	Kennewick, WA 99336	South Central
475	Lake Stevens	Lake Stevens, WA 98258	Puget Sound
478	Spokane	Spokane, WA 99204 (Cliff-Cannon area)	Northeast
480	Pasco	Pasco, WA 99301	South Central
481	Kent	Kent, WA 98031	Puget Sound
484	Bellingham	Bellingham, WA 98225 (Columbia area)	Northwest
485	Spanaway	Spanaway, WA 98387	Puget Sound
487	Nespelem	Nespelem, WA 99155	North Central
489	Monroe	Monroe, WA	Puget Sound
490	Shoreline	Shoreline, WA 98177	Puget Sound
491	Vancouver	Vancouver, WA 98661 (Central Park area)	Southwest
492	Seattle	Seattle, WA	Puget Sound
493	Spokane Valley	Spokane Valley, WA 99206	Northeast
496	Bellingham	Bellingham, WA 98225 (Cornwall Park area)	Northwest
497	Mount Vernon	Mount Vernon, WA 98273	Northwest
499	Everett	Everett, WA	Puget Sound
502	Mount Vernon	Mount Vernon, WA 98273	Northwest
503	Moses Lake	Moses Lake, WA	North Central
504	Seattle	Seattle, WA 98104 (First Hill area)	Puget Sound
506	Tacoma	Tacoma, WA 98404 (Eastside-ENACT area)	Puget Sound
508	Spokane	Spokane, WA 99205 (Northwest area)	Northeast

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
511	Everett	Everett, WA	Puget Sound
512	Vancouver	Vancouver, WA 98684 (Fircrest area)	Southwest
513	Liberty Lake	Liberty Lake, WA 99019	Northeast
514	Vancouver	Vancouver, WA 98682	Southwest
515	Spokane	Spokane, WA 99207 (Bemiss area)	Northeast
518	Spokane	Spokane, WA 99202 (East Central area)	Northeast
522	Lakewood	Lakewood, WA 98499 (Tyee Park area)	Puget Sound
525	Kirkland	Kirkland, WA	Puget Sound
526	Lynnwood	Lynnwood, WA 98036	Puget Sound
529	Lakewood	Lakewood, WA 98499 (Dower area)	Puget Sound
531	Yakima	Yakima, WA 98902	South Central
532	Lynnwood	Lynnwood, WA 98087	Puget Sound
534	Longview	Longview, WA 98632 (Olympic West area)	Southwest
536	Lacey	Lacey, WA 98503	Southwest
539	Bellingham	Bellingham, WA	Northwest
541	Wenatchee	Wenatchee, WA 98801	North Central
542	Vancouver	Vancouver, WA 98683 (Bella Vista area)	Southwest
543	Redmond	Redmond, WA 98052 (Sammamish Valley area)	Puget Sound
544	Seattle	Seattle, WA	Puget Sound
546	Pullman	Pullman, WA	Southeast
550	Morton	Morton, WA	Southwest
551	Seattle	Seattle, WA 98144 (Columbia City area)	Puget Sound
552	Lacey	Lacey, WA 98503	Southwest
553	Bremerton	Bremerton, WA 98312	Peninsula/Coastal
555	Union Gap	Union Gap, WA 98903	South Central
556	Olympia	Olympia, WA 98506	Southwest
557	Spokane Valley	Spokane Valley, WA 99206	Northeast
558	Federal Way	Federal Way, WA	Puget Sound
559	Centralia	Centralia, WA 98531	Southwest
561	Woodinville	Woodinville, WA	Puget Sound
562	Port Orchard	Port Orchard, WA 98366	Peninsula/Coastal
564	Bothell	Bothell, WA 98011	Puget Sound
565	Seattle	Seattle, WA	Puget Sound
567	Pullman	Pullman, WA 99163	Southeast
568	Redmond	Redmond, WA 98052	Puget Sound
569	Richland	Richland, WA 99352	South Central
571	Lakewood	Lakewood, WA 98499 (Dower area)	Puget Sound
572	Kent	Kent, WA 98030 (Scenic Hill area)	Puget Sound
574	Auburn	Auburn, WA 98002	Puget Sound

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
576	Tukwila	Tukwila, WA 98188	Puget Sound
578	Seattle	Seattle, WA 98144 (Mount Baker area)	Puget Sound
579	Seattle	Seattle, WA	Puget Sound
580	Anacortes	Anacortes, WA 98221	Northwest
581	Yakima	Yakima, WA 98902	South Central
586	Seattle	Seattle, WA 98109 (East Queen Anne area)	Puget Sound
587	Sequim	Sequim, WA	Peninsula/Coastal
591	Yakima	Yakima, WA 98901	South Central
592	Seattle	Seattle, WA	Puget Sound
594	Olympia	Olympia, WA 98516	Southwest
595	Cheney	Cheney, WA 99004	Northeast
596	Medical Lake	Medical Lake, WA 99022	Northeast
597	Spokane	Spokane, WA 99217 (Riverside area)	Northeast
598	Vancouver	Vancouver, WA 98664 (North Garrison Heights area)	Southwest
601	Mount Vernon	Mount Vernon, WA 98274	Northwest
602	Spokane	Spokane, WA 99205 (West Central area)	Northeast
603	Wenatchee	Wenatchee, WA 98801	North Central
604	Ellensburg	Ellensburg, WA 98926	South Central
606	Longview	Longview, WA 98632	Southwest
611	Puyallup	Puyallup, WA	Puget Sound
612	Bellingham	Bellingham, WA	Northwest
613	Coupeville	Coupeville, WA 98239	Northwest
615	Poulsbo	Poulsbo, WA 98370	Peninsula/Coastal
616	Spokane	Spokane, WA	Northeast
617	Spokane	Spokane, WA 99202 (East Central area)	Northeast
618	Redmond	Redmond, WA 98052 (Bear Creek area)	Puget Sound
619	Vancouver	Vancouver, WA 98683 (Cascade Southeast area)	Southwest
621	Spokane Valley	Spokane Valley, WA	Northeast
624	Federal Way	Federal Way, WA 98003 (West Campus area)	Puget Sound
625	Seattle	Seattle, WA	Puget Sound
626	Kent	Kent, WA	Puget Sound
627	Oak Harbor	Oak Harbor, WA 98277	Northwest
628	Spokane	Spokane, WA 99212	Northeast
631	Bellingham	Bellingham, WA 98225 (Cornwall Park area)	Northwest
636	Moses Lake	Moses Lake, WA 98837	North Central
638	Vancouver	Vancouver, WA 98665	Southwest
641	Brewster	Brewster, WA 98812	North Central
642	Bellevue	Bellevue, WA	Puget Sound
643	Blaine	Blaine, WA	Northwest

Certified Nursing Assistants

ID	City_BDS	Location	Region_BDS
644	Kennewick	Kennewick, WA 99336	South Central
649	Colfax	Colfax, WA	Southeast
656	Lacey	Lacey, WA 98516	Southwest
659	Spokane	Spokane, WA 99218	Northeast
660	Spokane	Spokane, WA	Northeast
661	Kent	Kent, WA 98030	Puget Sound
662	Pasco	Pasco, WA 99301	South Central
664	Tri-Cities	Tri-Cities, WA	South Central
669	Spokane	Spokane, WA 99218 (Nevada-Lidgerwood area)	Northeast
671	Seattle	Seattle, WA	Puget Sound
672	Vancouver	Vancouver, WA 98665	Southwest

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ID	Title_URL	Company	Company_URL	Org_Type_BDS
2	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Bothell Health Care	https://www.indeed.co	Private Sector
3	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Prestige Care Post-Acute and Rehab Center	https://www.indeed.co	Private Sector
4	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Koelsch Communities	https://www.indeed.co	Private Sector
5	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Orchard Park Health and Rehabilitation Center		Unsure
6	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Mira Vista Care Center	https://www.indeed.co	Private Sector
7	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	THIRA Health	https://www.indeed.co	Unsure
11	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Horizon Hospice and Palliative Care - Spokane, \	https://www.indeed.co	Private Sector
13	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	National Staffing Solutions	https://www.indeed.co	Private Sector
16	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Remarkable Staffing, LLC		Private Sector
18	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Husky Senior Care	https://www.indeed.co	Private Sector
22	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Wesley Des Moines	https://www.indeed.co	Non-Profit - Religio
26	https://www.indeed.com/company/Emonics/jobs/C	Emonics LLC	https://www.indeed.co	Private Sector
29	https://www.indeed.com/company/Talent-4-Health	talent 4 health		Private Sector
32	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	PeaceHealth	https://www.indeed.co	Non-Profit - Secula
34	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Virginia Mason Medical Center	https://www.indeed.co	Unsure
35	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Snoqualmie Valley Hospital	https://www.indeed.co	Public Sector
36	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Elite365		Private Sector
37	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Caring Hearts Medical Staffing		Private Sector
41	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Home Helpers & Direct Link	https://www.indeed.co	Private Sector
42	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Providence	https://www.indeed.co	Non-Profit - Secula
49	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Favorite Healthcare Staffing	https://www.indeed.co	Private Sector
51	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Swedish Health Services	https://www.indeed.co	Non-Profit - Secula
57	https://www.indeed.com/company/Insigma-Health	Insigma Healthcare Inc	https://www.indeed.co	Private Sector
63	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Providence	https://www.indeed.co	Non-Profit - Secula
64	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Providence	https://www.indeed.co	Non-Profit - Secula
66	https://www.indeed.com/rc/clk?jk=7ef83f15caf7e7	Astria Health	https://www.indeed.co	Non-Profit - Secula
68	https://www.indeed.com/company/Talent4health/jc	Talent4health		Private Sector
69	https://www.indeed.com/rc/clk?jk=fa2fd9be7826d5	State of Washington Dept. of Social and Health...	https://www.indeed.co	Public Sector
70	https://www.indeed.com/rc/clk?jk=f26fc8d162de3e	Pullman Regional Hospital	https://www.indeed.co	Public Sector
80	https://www.indeed.com/company/McLaurin's-Car	McLaurin's Care Services, LLC		Private Sector
82	https://www.indeed.com/rc/clk?jk=468cb435ed08e	Three Rivers Hospital	https://www.indeed.co	Non-Profit - Secula
83	https://www.indeed.com/company/Careage/jobs/C	Senior Management Services	https://www.indeed.co	Private Sector
89	https://www.indeed.com/rc/clk?jk=f4c79e37e8d23	Comprehensive Healthcare	https://www.indeed.co	Non-Profit - Secula
90	https://www.indeed.com/company/Harkness-Medi	Harkness Medical Group, PLLC		Private Sector
91	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Harvard Partners Health	https://www.indeed.co	Private Sector
94	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Vital Care Staffing Solutions, LLC		Private Sector
96	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Insight Global	https://www.indeed.co	Private Sector
99	https://www.indeed.com/company/Codetru/jobs/CI	Codetru		Private Sector
100	https://www.indeed.com/company/Valley-View-He	Valley View Health Center		Non-Profit - Secula

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ID	Title_URL	Company	Company_URL	Org_Type_BDS
106	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	J Bay Staffing		Private Sector
108	https://www.indeed.com/rc/clk?jk=1f3a929ba0198	Regional Care Network	https://www.indeed.co	Unsure
112	https://www.indeed.com/company/Infoway-Solutio	Infoway solutions LLC		Private Sector
113	https://www.indeed.com/company/Children's-Cour	Children's Country Home	https://www.indeed.co	Non-Profit - Secula
115	https://www.indeed.com/rc/clk?jk=927d8074dc2d4	Linden Grove Health Care Center	https://www.indeed.co	Private Sector
116	https://www.indeed.com/rc/clk?jk=8050dbe1509f1	Three Rivers Hospital	https://www.indeed.co	Non-Profit - Secula
117	https://www.indeed.com/rc/clk?jk=ae69fa40c4901	Signature Healthcare at Home	https://www.indeed.co	Private Sector
118	https://www.indeed.com/rc/clk?jk=09475f73875db	Ocean Beach Hospital and Medical Clinics	https://www.indeed.co	Public Sector
121	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Columbia Wellness	https://www.indeed.co	Private Sector
122	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Prestige Care - Centralia Post Acute & Rehab	https://www.indeed.co	Private Sector
123	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Cedar River Clinics	https://www.indeed.co	Non-Profit - Secula
125	https://www.indeed.com/company/Northwest-Foot	Northwest Foot & Ankle Specialists		Private Sector
128	https://www.indeed.com/company/Blue-Space-He	Blue Space Health Care		Private Sector
130	https://www.indeed.com/company/Life-Care-Cent	Life Care Centers of America		Private Sector
131	https://www.indeed.com/company/Natural-Health-	Natural Health Clinic		Private Sector
136	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Josephine Caring Community	https://www.indeed.co	Non-Profit - Religio
138	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Martha & Mary	https://www.indeed.co	Non-Profit - Religio
139	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Avamere Cascade Park		Private Sector
140	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Covenant Living at the Shores	https://www.indeed.co	Private Sector
142	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Makini Staffing		Private Sector
145	https://www.indeed.com/company/Christian-Healt	Christian Health Care Center	https://www.indeed.co	Non-Profit - Religio
147	https://www.indeed.com/rc/clk?jk=c38c7f0197715	Comprehensive Life Resources	https://www.indeed.co	Non-Profit - Secula
149	https://www.indeed.com/rc/clk?jk=a03691186383	Dependable Staffing Agency		Private Sector
151	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Covelo Group, Inc.	https://www.indeed.co	Private Sector
152	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	AMCE Physicians Group	https://www.indeed.co	Private Sector
153	https://www.indeed.com/company/Century-Health	Century Healthcare	https://www.indeed.co	Unsure
157	https://www.indeed.com/rc/clk?jk=6b08a1bde981	Staffing Management, LLC	https://www.indeed.co	Private Sector
158	https://www.indeed.com/company/Midas-Researc	Midas Research		Private Sector
160	https://www.indeed.com/rc/clk?jk=02052778d7a87	Stafford	https://www.indeed.co	Private Sector
161	https://www.indeed.com/rc/clk?jk=04a33a14a63e7	Columbia Basin Hospital	https://www.indeed.co	Non-Profit - Secula
163	https://www.indeed.com/company/Southwest-Wa	Southwest Washington Regional Surgery Center		Non-Profit - Secula
170	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Rockwood Retirement Communities	https://www.indeed.co	Non-Profit - Religio
173	https://www.indeed.com/company/Arlington-Healt	Arlington Health and Rehabilitation	https://www.indeed.co	Private Sector
175	https://www.indeed.com/company/Super-Track-Ur	Super Track Urgent Care PLLC		Private Sector
177	https://www.indeed.com/company/Kin-On-Health-(	Kin On Health Care Center	https://www.indeed.co	Non-Profit - Secula
182	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	ERA Living - The Lakeshore in Renton	https://www.indeed.co	Private Sector
185	https://www.indeed.com/company/Olympia-Transi	Olympia Transitional Care and Rehabilitation	https://www.indeed.co	Unsure
188	https://www.indeed.com/rc/clk?jk=16ae2e5991d8t	US Veterans Health Administration	https://www.indeed.co	Public Sector
193	https://www.indeed.com/company/Serengeti-Care	Serengeti Care		Private Sector

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ID	Title_URL	Company	Company_URL	Org_Type_BDS
197	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Alliance Nursing	https://www.indeed.co	Private Sector
199	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Woodland Care Center & Assisted Living	https://www.indeed.co	Private Sector
200	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Actriv Healthcare Inc	https://www.indeed.co	Private Sector
204	https://www.indeed.com/company/Roo-Lan-Health	Roo-Lan Health Care Center		Private Sector
206	https://www.indeed.com/company/Emerald-Comr	Emerald Heights	https://www.indeed.co	Non-Profit - Secula
208	https://www.indeed.com/rc/clk?jk=08f5389c2a9d0	Park Manor Rehabilitation Center	https://www.indeed.co	Private Sector
211	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Weatherly Inn	https://www.indeed.co	Private Sector
213	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Timber Ridge at Talus		Private Sector
215	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Right at Home	https://www.indeed.co	Private Sector
223	https://www.indeed.com/company/Leisure-Care/jo	Leisure Care	https://www.indeed.co	Private Sector
225	https://www.indeed.com/company/Uniti-Med-LLC/j	Uniti Med	https://www.indeed.co	Private Sector
228	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	SUNRISE SERVICES INC	https://www.indeed.co	Private Sector
229	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	American Behavioral Health Systems	https://www.indeed.co	Private Sector
234	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	ERA Living - Ida Culver House Broadview	https://www.indeed.co	Private Sector
237	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	NuWest Group	https://www.indeed.co	Private Sector
243	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Christopher House	https://www.indeed.co	Private Sector
247	https://www.indeed.com/rc/clk?jk=354a62c9eac0t	Three Rivers Hospital	https://www.indeed.co	Non-Profit - Secula
253	https://www.indeed.com/company/Skyline-Retirerr	Skyline	https://www.indeed.co	Non-Profit - Secula
254	https://www.indeed.com/company/Private-In-Hom	Private In Home Care Giver	https://www.indeed.co	Private Sector
255	https://www.indeed.com/company/Marysville-Care	Marysville Care Center		Private Sector
258	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Tacoma Nursing and Rehab Center		Non-Profit - Secula
259	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Comfort Keepers	https://www.indeed.co	Private Sector
261	https://www.indeed.com/company/Shoreline-Healt	Shoreline Health and Rehabilitation Center		Private Sector
262	https://www.indeed.com/company/Rainier-Surgica	Surgical Associates Northwest - Division of Urolo		Private Sector
263	https://www.indeed.com/rc/clk?jk=d7ccec0f0c227	ProMedica Senior Care	https://www.indeed.co	Non-Profit - Secula
265	https://www.indeed.com/company/Serengeti-Care	Serengeti Care	https://www.indeed.co	Private Sector
268	https://www.indeed.com/company/McKay-Healthc	McKay Healthcare & Rehab		Unsure
269	https://www.indeed.com/rc/clk?jk=23483e0f10a8e	Sage Technology Group Inc		Private Sector
270	https://www.indeed.com/company/Panorama/jobs	Panorama	https://www.indeed.co	Non-Profit - Secula
272	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Columbia Lutheran Home	https://www.indeed.co	Non-Profit - Religio
273	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Avamere Health Services	https://www.indeed.co	Private Sector
276	https://www.indeed.com/rc/clk?jk=6891ef2151ddd	Always Best Care Senior Services - Seattle /...	https://www.indeed.co	Private Sector
277	https://www.indeed.com/rc/clk?jk=7a262bcb01b5f	Ballard Center		Private Sector
278	https://www.indeed.com/rc/clk?jk=7b033f8088188	St Michael Medical Center	https://www.indeed.co	Unsure
279	https://www.indeed.com/company/Harmony-Senio	Harmony Senior Homes		Private Sector
281	https://www.indeed.com/rc/clk?jk=0f20b1cf741ebc	Lourdes Medical Center	https://www.indeed.co	Non-Profit - Religio
285	https://www.indeed.com/company/Kalon-Care/job	Kalon Care		Private Sector
286	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Colfax Health & Rehabilitation of Cascadia		Private Sector
288	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Kevala	https://www.indeed.co	Private Sector

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ID	Title_URL	Company	Company_URL	Org_Type_BDS
370	https://www.indeed.com/company/acruexhealth/jo	Registered healthcare		Unsure
371	https://www.indeed.com/company/Puyallup-Tribe-	The Puyallup Tribe of Indians	https://www.indeed.co	Public Sector
372	https://www.indeed.com/company/Nightingale/jobs	Sunnyside Assisted Living		Private Sector
373	https://www.indeed.com/rc/clk?jk=f5c61d825823b	Coulee Medical Center	https://www.indeed.co	Unsure
376	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Touchmark	https://www.indeed.co	Private Sector
377	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	PeaceHealth	https://www.indeed.co	Non-Profit - Secula
378	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Mirabella Seattle	https://www.indeed.co	Non-Profit - Secula
379	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Orchard Park Health and Rehabilitation Center		Private Sector
380	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Highland Courte Memory Care		Private Sector
381	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Eden Health	https://www.indeed.co	Private Sector
382	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Touchmark	https://www.indeed.co	Private Sector
383	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Kline Galland	https://www.indeed.co	Unsure
384	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Cypress Assisted Living	https://www.indeed.co	Private Sector
385	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Evergreen Healthcare group		Private Sector
387	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Aegis Lodge	https://www.indeed.co	Private Sector
390	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	RCM Health Care Services	https://www.indeed.co	Private Sector
391	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Positive Nature Homecare LLC		Private Sector
392	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Wesley Community Health Services		Non-Profit - Religio
395	https://www.indeed.com/company/Sunshine-Care-	Sunshine Care Services		Private Sector
396	https://www.indeed.com/company/1967/jobs/Hom	Catholic Community Services		Non-Profit - Religio
400	https://www.indeed.com/rc/clk?jk=6f3d5eed2eab0	Right at Home Pierce County	https://www.indeed.co	Private Sector
401	https://www.indeed.com/company/Sunshine-Healt	Sunshine Health Facilities	https://www.indeed.co	Private Sector
402	https://www.indeed.com/rc/clk?jk=8f7dc74f8a477f	Avalon Care Center - Othello	https://www.indeed.co	Private Sector
406	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Encore Communities	https://www.indeed.co	Private Sector
407	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Eden Health	https://www.indeed.co	Private Sector
408	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Careforce Inc	https://www.indeed.co	Private Sector
409	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Spring Ridge Assisted Living and Memory Care	https://www.indeed.co	Private Sector
411	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Right at Home of Spokane	https://www.indeed.co	Private Sector
412	https://www.indeed.com/rc/clk?jk=6e23d4bb1b66	SYNERGY HomeCare of Bellevue	https://www.indeed.co	Private Sector
413	https://www.indeed.com/company/Respira-Adult-C	Respira Adult Care		Private Sector
416	https://www.indeed.com/company/Pristine-Health-	Pristine Health		Private Sector
417	https://www.indeed.com/rc/clk?jk=fd1b465e3a1c9	Family Resource Home Care	https://www.indeed.co	Private Sector
418	https://www.indeed.com/rc/clk?jk=ae810f6854f49	Bishop Place Senior Living	https://www.indeed.co	Private Sector
421	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Visiting Angels of Kitsap County		Private Sector
423	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Kline Galland	https://www.indeed.co	Unsure
424	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Sunrise of Bellevue		Private Sector
425	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Enlivant	https://www.indeed.co	Private Sector
426	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	GenCare Lifestyle	https://www.indeed.co	Private Sector
430	https://www.indeed.com/rc/clk?jk=d0a3847bbb84c	Right at Home-Gig Harbor		Private Sector

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ID	Title_URL	Company	Company_URL	Org_Type_BDS
431	https://www.indeed.com/rc/clk?jk=0eda6cf5db7d7	Pal Kennewick LLC		Private Sector
432	https://www.indeed.com/company/Catholic-Comm	Catholic Community Services	https://www.indeed.co	Non-Profit - Religio
433	https://www.indeed.com/company/Skilled-Nursing-View	Ridge Care Center		Private Sector
434	https://www.indeed.com/company/Solutions-For-H	HOME CARE SOLUTIONS		Private Sector
436	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	PeaceHealth	https://www.indeed.co	Non-Profit - Secula
439	https://www.indeed.com/rc/clk?jk=f217dce20e3e3	ProMedica Senior Care	https://www.indeed.co	Non-Profit - Secula
447	https://www.indeed.com/rc/clk?jk=bd17dfaf402f06	SUNRISE SERVICES INC	https://www.indeed.co	Private Sector
452	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	CNSCares	https://www.indeed.co	Private Sector
454	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Home Helpers Home Care Central Clark County		Private Sector
455	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Virginia Mason Medical Center	https://www.indeed.co	Unsure
456	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Family Resource Home Care	https://www.indeed.co	Private Sector
457	https://www.indeed.com/company/A-Place-to-Call-	A Place to Call Home		Private Sector
458	https://www.indeed.com/company/Sacred-Life/job	Sacred Life		Private Sector
460	https://www.indeed.com/rc/clk?jk=59c6e6ff9a0da	Diligent Health Care Staffing		Private Sector
463	https://www.indeed.com/rc/clk?jk=515c99cd1e64	Park West Care Center	https://www.indeed.co	Private Sector
467	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Brookdale Fisher's Landing	https://www.indeed.co	Private Sector
471	https://www.indeed.com/rc/clk?jk=98e81e2295b7	Right at Home-Mt. Vernon		Private Sector
472	https://www.indeed.com/rc/clk?jk=ff417be3ac142	TheKey	https://www.indeed.co	Private Sector
474	https://www.indeed.com/company/A-part-of-our-fa	A part of our family		Private Sector
475	https://www.indeed.com/rc/clk?jk=da009c595d60	Right at Home Snohomish County	https://www.indeed.co	Private Sector
478	https://www.indeed.com/company/Spokane-Diges	Spokane Digestive Disease Center, P.S.		Private Sector
480	https://www.indeed.com/rc/clk?jk=1991285f20dbd	Lourdes Hospital LLC		Non-Profit - Religio
481	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Benson Heights Rehab Center	https://www.indeed.co	Private Sector
484	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Puffin Island LLC		Private Sector
485	https://www.indeed.com/rc/clk?jk=7a499e862e32	Vibrant Health Homecare		Private Sector
487	https://www.indeed.com/rc/clk?jk=5184287bc3f72	Confederated Tribes of the Colville Reservation	https://www.indeed.co	Public Sector
489	https://www.indeed.com/company/A-Better-Solutic	A Better Solution Home Care WA	https://www.indeed.co	Private Sector
490	https://www.indeed.com/company/With-a-Little-He	With a Little Help, Inc.		Private Sector
491	https://www.indeed.com/company/Portland-VA-Hc	Portland VA Hospital, Vancouver Campus CLC		Public Sector
492	https://www.indeed.com/company/Aaidebook-Inc/j	Aaidebook Inc		Private Sector
493	https://www.indeed.com/company/Sunshine-Healt	Sunshine Health Facilities	https://www.indeed.co	Private Sector
496	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	PeaceHealth	https://www.indeed.co	Non-Profit - Secula
497	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Ashley Gardens of Mt. Vernon	https://www.indeed.co	Private Sector
499	https://www.indeed.com/company/Alpha-Home-Hc	Alpha Home Health and Hospice		Private Sector
502	https://www.indeed.com/rc/clk?jk=55aac1a397d54	Sea Mar Community Health Centers	https://www.indeed.co	Unsure
503	https://www.indeed.com/company/Specialty-Servic	Specialty Service Solutions		Private Sector
504	https://www.indeed.com/rc/clk?jk=e5d9410a27d5c	Murano Senior Living		Private Sector
506	https://www.indeed.com/rc/clk?jk=068df8da93aed	Puyallup Tribe of Indians	https://www.indeed.co	Public Sector
508	https://www.indeed.com/company/Keep-Safe-Car	Keep Safe Care Direct	https://www.indeed.co	Private Sector

Certified Nursing Assistants

ID	Title_URL	Company	Company_URL	Org_Type_BDS
511	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	StatCare Staffing Agency		Private Sector
512	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Integrity in home care	https://www.indeed.co	Private Sector
513	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Guardian Angel Homes	https://www.indeed.co	Private Sector
514	https://www.indeed.com/company/A-Place-to-Call-A-Place-to-Call-Home-II	A Place to Call Home II		Private Sector
515	https://www.indeed.com/rc/clk?jk=139d334140b9f	Right at Home of Spokane	https://www.indeed.co	Private Sector
518	https://www.indeed.com/rc/clk?jk=1819ccaa75bca	Keep Safe Care Direct		Private Sector
522	https://www.indeed.com/company/Above-Home-H-ABOVE-Home-Health	ABOVE Home Health		Private Sector
525	https://www.indeed.com/company/SeaCare-In--Hc-SeaCare-In-Home-Care-Services	SeaCare In-Home Care Services		Private Sector
526	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	GenCare Lifestyle	https://www.indeed.co	Private Sector
529	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Advanced Health Care	https://www.indeed.co	Private Sector
531	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Chandler House	https://www.indeed.co	Private Sector
532	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Quail Park	https://www.indeed.co	Private Sector
534	https://www.indeed.com/company/Bond-Propertie:Somerset-Retirement-and-Assisted-Living-&New	Somerset Retirement and Assisted Living & New		Private Sector
536	https://www.indeed.com/company/Adult-Family-Hc-Adult-Family-Home	Adult Family Home	https://www.indeed.co	Private Sector
539	https://www.indeed.com/rc/clk?jk=befabbd72df287	Right at Home–Oak Harbor		Private Sector
541	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Blossom Valley Assisted Living/Blossom Creek...	https://www.indeed.co	Private Sector
542	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Enlivant	https://www.indeed.co	Private Sector
543	https://www.indeed.com/company/Redmond-Heigl-Redmond-Heights-Senior-Living	Redmond Heights Senior Living		Private Sector
544	https://www.indeed.com/rc/clk?jk=9d2a1b9abcb8f	Always Best Care - Seattle, WA		Private Sector
546	https://www.indeed.com/company/Serengeti-Care-Serengeti-Care	Serengeti Care		Private Sector
550	https://www.indeed.com/company/Guardian-Angel-Guardian-Angels-Home-Health-Services-LLC	Guardian Angels Home Health Services LLC		Private Sector
551	https://www.indeed.com/rc/clk?jk=8ee061dffcd6c	Washington Care Center	https://www.indeed.co	Non-Profit - Secula
552	https://www.indeed.com/company/Lacey-Memory-Lacey-Memory-Care	Lacey Memory Care		Private Sector
553	https://www.indeed.com/company/Cypress-Garde-Cypress-Gardens-Retirement	Cypress Gardens Retirement		Private Sector
555	https://www.indeed.com/rc/clk?jk=52fd1711dc1fbc	Arcadia Medical Resort of Parkside	https://www.indeed.co	Private Sector
556	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Garden Courte Memory Care	https://www.indeed.co	Private Sector
557	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Sunshine Health Facilities	https://www.indeed.co	Private Sector
558	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	First Choice In-Home Care	https://www.indeed.co	Private Sector
559	https://www.indeed.com/company/Silver-Acres-LL-Silver-Acres-LLC	Silver Acres LLC		Private Sector
561	https://www.indeed.com/company/A-Better-Solutic-A-Better-Solution-Home-Care-WA	A Better Solution Home Care WA	https://www.indeed.co	Private Sector
562	https://www.indeed.com/company/Orchard-Pointe-Orchard-Pointe-Memory-Care	Orchard Pointe Memory Care	https://www.indeed.co	Private Sector
564	https://www.indeed.com/company/Bzoe-Home-Ca-Bzoe-Home-Care	Bzoe Home Care		Private Sector
565	https://www.indeed.com/rc/clk?jk=a439f579aa7aa	Provail	https://www.indeed.co	Private Sector
567	https://www.indeed.com/rc/clk?jk=48b1f68ba059e	Pullman Regional Hospital	https://www.indeed.co	Unsure
568	https://www.indeed.com/rc/clk?jk=235a2af06ba9e	Pacific Regent Bellevue	https://www.indeed.co	Private Sector
569	https://www.indeed.com/rc/clk?jk=607ef7b37049a	United Energy Workers Healthcare	https://www.indeed.co	Private Sector
571	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Good To Be Home Care	https://www.indeed.co	Private Sector
572	https://www.indeed.com/rc/clk?jk=e928c42db993f	Farrington Court Retirement Community	https://www.indeed.co	Private Sector
574	https://www.indeed.com/rc/clk?jk=fbf52e569c1c77	Terry Home	https://www.indeed.co	Private Sector

Certified Nursing Assistants

ID	Title_URL	Company	Company_URL	Org_Type_BDS
576	https://www.indeed.com/rc/clk?jk=f57c2ea7d3c5d	Holden Southcenter		Private Sector
578	https://www.indeed.com/rc/clk?jk=7b3ebf668b2e4	ComForCare Home Health Care - Seattle Bellevu	https://www.indeed.co	Private Sector
579	https://www.indeed.com/company/Always-Best-Ce	Always Best Care (Seattle)		Private Sector
580	https://www.indeed.com/company/Rosario-Assiste	Rosario Assisted Living	https://www.indeed.co	Private Sector
581	https://www.indeed.com/rc/clk?jk=493453d37eba4	HopeBridge Home Health		Private Sector
586	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Queen Anne Healthcare	https://www.indeed.co	Unsure
587	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Wright's Home Care Agency		Private Sector
591	https://www.indeed.com/company/Alternative-Nur	Alternative Nursing Services		Private Sector
592	https://www.indeed.com/company/Always-Best-Ce	Always Best Care (Seattle)		Private Sector
594	https://www.indeed.com/rc/clk?jk=5d56d88d333b1	Supreme Living LLC		Private Sector
595	https://www.indeed.com/rc/clk?jk=37a3531c4885f	TheKey	https://www.indeed.co	Private Sector
596	https://www.indeed.com/rc/clk?jk=0538b7b58feec	TheKey	https://www.indeed.co	Private Sector
597	https://www.indeed.com/company/Osprey-AFH/jot	Osprey Adult Family Home		Private Sector
598	https://www.indeed.com/rc/clk?jk=7b059d9472664	EmpRes Healthcare	https://www.indeed.co	Private Sector
601	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Mira Vista Care Center	https://www.indeed.co	Private Sector
602	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Whitehouse		Unsure
603	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Columbia Landing of Wenatchee		Private Sector
604	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Pacifica Senior Living	https://www.indeed.co	Private Sector
606	https://www.indeed.com/company/Rose-Hill-AFH/j	Rose Hill AFH		Private Sector
611	https://www.indeed.com/rc/clk?jk=233c1ade8fc69f	Always Best Care Senior Services - Seattle /...	https://www.indeed.co	Private Sector
612	https://www.indeed.com/rc/clk?jk=8822135d30ef8	Right at Home-Mt. Vernon		Private Sector
613	https://www.indeed.com/rc/clk?jk=534c868e8bb1c	Regency Coupeville		Private Sector
615	https://www.indeed.com/rc/clk?jk=e31ce4e95ed4c	Martha & Mary	https://www.indeed.co	Non-Profit - Religio
616	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Touchmark	https://www.indeed.co	Private Sector
617	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	Right at Home Spokane		Private Sector
618	https://www.indeed.com/rc/clk?jk=3acc45101aa7c	Fairwinds Redmond		Private Sector
619	https://www.indeed.com/rc/clk?cmp=Cristina%E2%9C	Cristina's Adult Care Home		Private Sector
621	https://www.indeed.com/company/Chesterfield-Se	Chesterfield Service Inc.		Private Sector
624	https://www.indeed.com/company/Comfort-Keepe	Comfort Keepers	https://www.indeed.co	Private Sector
625	https://www.indeed.com/rc/clk?jk=b101fbe1496ccf	Provail	https://www.indeed.co	Non-Profit - Secula
626	https://www.indeed.com/rc/clk?jk=274d132bda8f5	Generations Home Care	https://www.indeed.co	Private Sector
627	https://www.indeed.com/company/Platinum-Care-3	Platinum Care 365 LLC		Private Sector
628	https://www.indeed.com/company/Adult-Family-Hc	Adult Family Home	https://www.indeed.co	Private Sector
631	https://www.indeed.com/pagead/clk?mo=r&ad=-6f	St Francis of Bellingham		Private Sector
636	https://www.indeed.com/rc/clk?jk=4146bf931a930	Monroe House	https://www.indeed.co	Private Sector
638	https://www.indeed.com/company/The-Doctor's-In	The Doctor's Inn		Private Sector
641	https://www.indeed.com/rc/clk?jk=ea96b5932bd4f	Regency Harmony House Rehabilitation and Nur:		Private Sector
642	https://www.indeed.com/company/Homewatch-Ca	Homewatch CareGivers of Western WA	https://www.indeed.co	Private Sector
643	https://www.indeed.com/rc/clk?jk=ce7a39f1096ae	Right at Home-Bellingham		Private Sector

ID	Title_URL	Company	Company_URL	Org_Type_BDS
644	https://www.indeed.com/rc/clk?jk=af8999120d716	Hawthorne Court	https://www.indeed.co	Private Sector
649	https://www.indeed.com/company/Serengeti-Care	Serengeti Care	https://www.indeed.co	Private Sector
656	https://www.indeed.com/company/A-Big-Heart-AF	A Big Heart AFH, LLC		Private Sector
659	https://www.indeed.com/company/Agape-In-Home	Agape In Home Care	https://www.indeed.co	Private Sector
660	https://www.indeed.com/company/VillagePlan/jobs	VillagePlan East	https://www.indeed.co	Private Sector
661	https://www.indeed.com/pagead/clk?mo=r&ad=-6l	Arbor Village		Private Sector
662	https://www.indeed.com/rc/clk?jk=5ef63f82c64cf6	Lourdes Hospital LLC		Non-Profit - Religio
664	https://www.indeed.com/company/Reach-Home-C	Reach Home Care		Private Sector
669	https://www.indeed.com/rc/clk?jk=5651962e85aat	Fairwinds Spokane	https://www.indeed.co	Private Sector
671	https://www.indeed.com/rc/clk?jk=a7c0fd9e32a56	Always Best Care - Seattle, WA		Private Sector
672	https://www.indeed.com/rc/clk?jk=1ec3adee60d6z	ComForCare Home Care - Vancouver	https://www.indeed.co	Private Sector

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
2	Nursing assistants assist nurses ar	Experienced and newly certified NAC's are we	PostedPosted 30+ days ago
3	The Certified Nursing Assistant is r		PostedJust posted
4	\$2000 Sign-on Bonus!!	Full and Part-time opportunities!	PostedPosted 9 days ago
5	Start with an amazing team of supe	Starting at \$22.25 for New CNA Grads.	PostedPosted 11 days ago
6	(1 year of experience in a nursing t	GET PAID DAILY WITH DAILYPAY!!!!	EmployerActive 11 days ago
7	Job Type: Full-time & Part-time at	Required education: GED, Associate's or Bac	PostedPosted 8 days ago
11	Compassionate Certified Nursing A	Travel to patient's home for visits.	EmployerActive 2 days ago
13	Details of the Certified Nursing Ass	Salary Range: \$31-34/hr.	PostedPosted 2 days ago
16	Providing health and personal care		Hiring ongoing
18	This client is perfect for someone v	Schedule: Mon/Fri/Sat 9am-11am, Schedule n	EmployerActive 1 day ago
22	The Certified Nursing Assistant (C		PostedPosted 2 days ago
26	Job Types: Full-time, Contract, Ten	Provides patient comfort by utilizing resources	EmployerActive 8 days ago
29	Measuring and recording food and	Must be fully Covid vaccinated.	EmployerActive 2 days ago
32	Assists professional nursing persor		Hiring ongoing
34	We offer up to a \$5,000 Sign on Bc	High school diploma or GED required.	PostedPosted 30+ days ago
35	Maintains good communication witi	Assist in the delivery of nursing care and nursi	PostedPosted 5 days ago
36	Maintains the highest of standards	Provides compassionate nursing care to resid	PostedPosted 8 days ago
37	Caring Hearts Medical Staffing *is l		Hiring ongoing
41	Certified HCA, CNA, or willing to ge	\$20.00 to \$25.00 per hour, in many cases an ε	PostedPosted 30+ days ago
42	Supports nursing personnel in prov		PostedPosted 7 days ago
49	Whether you're looking to supplem		PostedPosted 30+ days ago
51	Under the supervision of a Register		PostedPosted 5 days ago
57	State license must be currently.		EmployerActive 5 days ago
63	\$2,000 Sign-on Bonus for eligible e		PostedPosted 30+ days ago
64	The primary purpose of this positio		PostedPosted 30+ days ago
66	Six months' experience as a Nursir	Completion of a Nursing Assistant training pro	PostedPosted 30+ days ago
68	Measuring and recording food and		PostedPosted 30+ days ago
69	If you have a passion to work in the		PostedPosted 21 days ago
70	Demonstrates the ability to develop		PostedPosted 28 days ago
80	Job Types: Contract, Per diem, PR	In addition to working closely with our patients.	PostedPosted 6 days ago
82	NURSING ASSISTANT CERTIFIEI	Position Summary: To assist in the daily care,	PostedJust posted
83	Must have WA State CNA License. 16	Week Assignment at Renton Location with	PostedPosted 2 days ago
89	Certified Nursing Assistants provid		PostedPosted 30+ days ago
90	Recording/updating medical histori	Answering phones and scheduling patient app	EmployerActive 15 days ago
91	Previous experience in nursing or c	Job Types: Full-time, Part-time, Contract, Per	Hiring ongoing
94	Competitive Wage - \$30 - \$40 per l	Required Current certification as an NA-C in th	PostedPosted 30+ days ago
96	3+ months of experience as a CNA	CPI (Crisis Prevention Institute) certification.	PostedPosted 27 days ago
99	Client is willing to train into the role.	Job Types: Full-time, Contract.	EmployerActive 2 days ago
100	Valley View Community Health Cer		PostedPosted 27 days ago

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
106	Follow all hospital and nursing proc	This person will work in conjunction with the N	PostedPosted 30+ days ago
108	Reporting any health issues to the	: Taking care of residents' personal hygiene.	PostedToday
112	Closely monitor and record food int	Job Types: Full-time, Contract.	PostedPosted 2 days ago
113	Fully paid benefits for 5 or more sh	Must be able to provide proof of Covid, Flu, an	EmployerActive 6 days ago
115	Successful completion of a state a	Under the direction of a licensed nurse, you wi	PostedPosted 30+ days ago
116	NURSING ASSISTANT CERTIFIEI	Position Summary: To assist in the daily care,	PostedJust posted
117	The Home Health Certified Nursing		PostedPosted 26 days ago
118	Ocean Beach Hospital and Medical	Working for a non-profit also means you woul	PostedPosted 23 days ago
121	Minimum of 6 months of nursing as	Maintain accurate up to date records.	PostedPosted 30+ days ago
122	The Certified Nursing Assistant is r		PostedJust posted
123	Position: Certified Nursing Assistan	Job Type: Health Care Office.	EmployerActive 2 days ago
125	Fun two doctor Podiatry office in E	Around 30 hours per week but must be able to	PostedPosted 12 days ago
128	Looking for *CNA* in *Stanwood, V	Guaranteed hours per week.	PostedPosted 1 day ago
130	One (1) year geriatric nursing expe	The Float Pool Certified Nursing Aide is respo	Hiring ongoing
131	Training for everything connected t	You will support day-to-day operations by perf	PostedPosted 20 days ago
136	Scholarship opportunities up to \$32	\$8,000 for full-time NAC.	PostedPosted 28 days ago
138	Provide direct care to nursing hom	Offering exceptional care that feels like family,	Hiring ongoing
139	The ideal candidate will have at lea	Must have current Washington CNA or NAR..	PostedPosted 1 day ago
140	Position is service in nature, in perf		EmployerActive 2 days ago
142	Measuring and recording food and		Hiring ongoing
145	Washington state nursing assistant	Licensed nursing assistant (CNA): \$22 to \$24.	PostedPosted 1 day ago
147	Completion of accredited certified r	We offer: Medical, Dental, and Vision – 100%	PostedPosted 30+ days ago
149	Participates in care planning and n	Cues, assists and/or provides personal care s	PostedPosted 30+ days ago
151	This CNA position will afford you th		PostedPosted 15 days ago
152	Previous experience in nursing, pai	All assistants must wear a mask. we're only all	Hiring ongoing
153	Shift time - Evening shift 5x8 hours	_ *Contract - 13 weeks full time contract with p	PostedToday
157	Maintains the highest of standards	Provides compassionate nursing care to resid	PostedPosted 30+ days ago
158	Observing patients for signs of phy	Providing basic care such as bathing, shaving.	Hiring ongoing
160	Successful completion of a nursing	Caregiver, CNA, HCA, NAR, certified nursing :	PostedPosted 14 days ago
161	Part Time - Evenings 2:30pm-11pm	Part-Time Evenings 2:30pm-11pm Sun-Mon.	PostedPosted 26 days ago
163	We are seeking a full-time CNA in	Due to the public health crisis and in an effort	PostedPosted 30+ days ago
170	_ *We are offering a \$2000 Retentic		EmployerActive 6 days ago
173	We are looking to hire CNA or NAF	We are happy to accommodate flexible sched	PostedPosted 1 day ago
175	Work with providers to assist in all	: Use the EMR to register patients.	PostedPosted 1 day ago
177	Education: Graduated with an accr	Additionally, Kin On offers Home Care, Social	EmployerActive 6 days ago
182	\$21.00 - \$24.00 per hour | \$500 Sig	Era Living is seeking a part-time Resident Ass	PostedPosted 30+ days ago
185	Pay Rate: \$22 - \$27.50 (Dependar	Licensure: Washington Certified Nursing Assis	EmployerActive 2 days ago
188	Completion of an intensive, special		PostedPosted 28 days ago
193	Serengeti Care is hiring HCAs and		PostedPosted 30+ days ago

ID	jobsnippet	jobsnippet2	date
197	This type of caregiving is an opport		Hiring ongoing
199	Join our team and receive tuition at	We are looking for caregivers with experience	EmployerActive 2 days ago
200	Actriv Healthcare is looking for awe	Highest Local Wages and Bonuses.	EmployerActive 15 days ago
204	Certification/current registration as	Certification/current registration as a nursing a	EmployerActive 5 days ago
206	Provides the delivery of nursing an		EmployerActive 2 days ago
208	Shift: Day, Evening, Night, Full Tim	Licensure: Washington Certified Nursing Assis	PostedPosted 30+ days ago
211	Weatherly Inn is seeking full-time C		Hiring ongoing
213	Successful completion of a State-a	The Certified Nurses Aide assists the licensed	PostedPosted 19 days ago
215	You have a valid D.L. and vehicle v	Schedule: Mon, Wed, Fri [8am - 4pm or 9am -	PostedPosted 20 days ago
223	The Resident Assistant has full res	This includes assistance with activities of daily	EmployerActive 9 days ago
225	Job Types: Full-time, Travel nursin	36 hours guaranteed a week.	Hiring ongoing
228	The Supported Living Program (SL		PostedPosted 5 days ago
229	Furthermore, once medcart certifie		PostedPosted 21 days ago
234	\$21.00 - \$24.00 per hour | \$1000 S	Era Living is seeking part-time Assisted Living	PostedPosted 30+ days ago
237	Schedule Options:* Day or Night SI	We are seeking reliable and compassionate C	PostedPosted 28 days ago
243	\$750.00 Sign On Bonus!.	We offer competitive wages, excellent benefit	PostedPosted 21 days ago
247	NURSING ASSISTANT CERTIFIEI	Position Summary: To assist in the daily care,	PostedJust posted
253	Looking for FT and PT CNA's.	Assisted Living, Memory Care, and Skilled Nur	Hiring ongoing
254	Active CNA or HCA license.	Animal Care (Litter box, and food if Miss S for	EmployerActive 4 days ago
255	One (1) year geriatric nursing expe	As an important member of our interdisciplinar	PostedPosted 12 days ago
258	Must be currently certified in Washi	The CNA - Certified Nursing Assistant is resp	PostedPosted 30+ days ago
259	Premium rates for out of county, af	Paid travel time between clients.	Hiring ongoing
261	Provide compassionate resident ca	Assists residents in activities of daily living (AC	PostedPosted 30+ days ago
262	Rooming patients, taking vitals, ass		PostedPosted 28 days ago
263	Certified Nursing Assistant will prov		PostedPosted 4 days ago
265	Serengeti Care is licensed by the C	Job Types: Full-time, Part-time.	PostedToday
268	Excellent knowledge of nursing car	Assists nursing staff in carrying out toileting pr	PostedPosted 30+ days ago
269	To do well in this role you should h		PostedPosted 30+ days ago
270	RESPONSIBILITIES: Assist with b	We are currently hiring for full-time, part-time	Hiring ongoing
272	Nursing assistants assist nurses ar	Work for a not-for-profit skilled nursing facility	PostedJust posted
273	Be a licensed certified nursing assi	Effectively communicate necessary resident in	EmployerActive 5 days ago
276	Free WA State Approved Trainings	\$18.50 - Hourly Wage (includes \$0.50/hourly t	PostedPosted 2 days ago
277	Successful completion of a state a	Under the direction of a licensed nurse, you wi	PostedPosted 2 days ago
278	From basic health needs to the mo		PostedPosted 21 days ago
279	Not required but preferred(We will	THESE ARE 24hr SHIFTS with 5-8 Hours of s	EmployerActive 9 days ago
281	A critical attribute required of this p		PostedPosted 30+ days ago
285	_Kalon Care is looking for a Caregi	Assisting residents with activities of daily living	EmployerActive 2 days ago
286	Under supervision, a Certified Nurs		PostedPosted 6 days ago
288	Geriatric, post-acute, or skilled nur	Now it's time that someone cares for YOU. *	Hiring ongoing

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
295	We're looking for a Nursing Assist	Monitors residents with mobility issues.	Posted 9 days ago
297	Looking for CNA or HCA for an ad	Will train and send the right person to school.	Posted 2 days ago
299	Positions available are all swing sh	Providing all ADL for residents (4 max).	Employer Active 2 days ago
300	We will be doing round the clock st	Help with bathing and grooming.	Posted 20 days ago
301	SIGNING BONUS OF \$3500 - Pay		Posted 30+ days ago
303	Flexible Day/Evening shift coverag	Competitive pay: \$18.50/hr uncertified/no Exp	Posted 14 days ago
304	The Certified Nursing Assistant (C		Posted 5 days ago
305	Follow all hospital and nursing proc	This person will work in conjunction with the N	Posted 30+ days ago
311	CNA/HCAs with Flexible schedule i	*Competitive pay, starting at \$19-\$22/hr for C	Posted 5 days ago
314	Athena Home Care is looking for C		Employer Active 6 days ago
316	Have completed a state certified N/		Hiring ongoing
319	Our staffing ratios allow for wholisti		Posted 30+ days ago
321	\$3,000 SIGN ON BONUS for full-tir	\$5,000 SIGN ON BONUS for full time EVENIN	Employer Active 12 days ago
322	Low Staff to Client ratio.	Current CNA/HCA license (prior to hire).	Posted 6 days ago
324	Our caregivers work closely with ol	Assisted Living caregivers are trained and cert	Posted 4 days ago
325	\$2,500 Sign on Bonus!!!!	One free meal, breakfast or dinner!	Posted 6 days ago
328	As one of our CNAs, you will be res		Posted 22 days ago
330	A critical attribute required of this p		Posted 30+ days ago
332	\$6000 Signing bonus for Full-time !	\$5000 Signing bonus for Full-time NAR's/HCA	Employer Active 2 days ago
334	Certified Nurse Assistants do not w	We offer a highly competitive salary and benef	Posted 21 days ago
335	The certified nursing assistant will	High school diploma or equivalent;	Posted 30+ days ago
336	Looking for caregivers for part time	2 years experience a plus.	Posted 30+ days ago
338	One (1) year geriatric nursing expe	As an important member of our interdisciplinar	Posted 1 day ago
339	Up to \$1500 sign-on bonus for full t	No cost HCA training and all fees paid to obtai	Posted 7 days ago
342	Exceptional, local coffee nearby an	Job Types: Full-time, Part-time, PRN.	Hiring ongoing
343	If you're looking for a Flexible Sche	Home Care Aide or Certified Nursing Assistan	Posted 30+ days ago
345	Looking for responsible, and comp		Hiring ongoing
348	One-year nursing assistant experie		Posted 30+ days ago
350	You will be assisting seniors and di	Certified Nursing Assistant, CNA will provide p	Posted 30+ days ago
353	Meal prep, shopping, light houseke	Help with bathing, dressing, and walking.	Employer Active 4 days ago
354	Certification is required: CNA Licen	Minimum Years of experience: 1 year.	Posted 1 day ago
355	Home Attendant Care has full and |		Employer Active 16 days ago
356	We offer a competitive salary and t		Posted 12 days ago
357	The MA/CNA role will include both		Posted 30+ days ago
361	Now Hiring Part-time Certified Nurs	This position provides direct care to residents	Posted 1 day ago
363	One full time day shift 7am-7pm 3	One full-time Night 7pm-7am 3 on, 3 .	Posted Today
365	Competitive Pay and Fantastic Ben	We are looking for committed full-time Certifie	Posted 22 days ago
366	Providing care for clients in accord	Assisting clients with personal care and hygie	Hiring ongoing
368	Our Nursing Assistant Certified (N/	You would develop awareness of residents' int	Posted Just posted

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
370	Shift: Evening/Night 5x8-Hour (14:00-22:00)	2 years of behavioral health experience working in a residential setting	Posted 29 days ago
371	*Excellent nursing staff to reside in a beautiful home in a quiet neighborhood	Reports To: Assistant Executive Director & Director of Operations	EmployerActive 19 days ago
372	Experience is a big bonus and compensation is commensurate with experience	All current staff and new hires are required to have a minimum of 2 years of experience	Posted 6 days ago
373	The NAC supports the patient care needs of the community		Posted 30+ days ago
376	We currently have full-time shifts available for day and swing shifts, needing open to work	Hiring for day and swing shifts, needing open to work	Posted 8 days ago
377	Assists professional nursing personnel with patient care		Hiring ongoing
378	Monitoring vitals and patient behavior	\$3,000 for Full Time.	Posted 21 days ago
379	Start with an amazing team of support staff	Starting at \$22.25 for New CNA Grads.	Posted 11 days ago
380	Provide direct care to residents.	Recognize and meet residents' needs while supporting their independence	Posted 22 days ago
381	High school diploma or GED.	Current NAC, CNA or HCA (Required)High school diploma or GED	Posted 30+ days ago
382	Have completed a state certified Nursing Assistant program		Posted Today
383	State certification as a Certified Nursing Assistant	Taking/recording vital signs, such as temperature, pulse, and blood pressure	Posted 1 day ago
384	Hyatt Family Facilities is seeking professional nursing assistants		Posted 7 days ago
385	CNA - \$25.00 to \$27.00 per hour depending on experience	\$2000.00 Sign On Bonus!!	EmployerActive 2 days ago
387	Inform others of changes in a resident's condition	Maintain records of medications administered.	Posted 1 day ago
390	Behavioral Health CNA in Medical Center	Full-time, Travel or Local 13 week contract.	Posted 14 days ago
391	Positive Nature Homecare Certified Nursing Assistant	Patient needs mostly hands on assistance.	Posted 5 days ago
392	Home Care Aides with their certification		Posted 5 days ago
395	1:1 care in the convenience of the home	We offer flexible schedules within the distance of 15 miles	Posted 19 days ago
396	Accountability: Openly and actively		EmployerActive 4 days ago
400	You have a valid D.L. and vehicle	(18.69-\$26.17/hr) based on client needs & requirements	Posted Just posted
401	Shift: *Full-Time/Part-Time.	Schedule*: 24 hr. shift with 8-hr. rest period.	Posted 30+ days ago
402	Under the supervision of the Charge Nurse		Posted 15 days ago
406	We have full-time and part-time care available	1 Part-time AM Shift.	Posted 13 days ago
407	** We're offering eligible Full-Time positions	Eligible employees start accruing paid vacation	Posted 30+ days ago
408	North Seattle, friendly dog onsite.	Sunday, Tuesday, Thursday, 8am 8-pm (12-hr shift)	Posted 5 days ago
409	Spring Ridge is hiring for Caregiver	Provide direct care to residents with utmost respect	Posted 30+ days ago
411	We will pay for your training to get certified	However, if you don't have the certification, we will not	Posted 3 days ago
412	Our promise to our clients is to bring them the best care possible		Posted 1 day ago
413	We have 3 staff members on duty during the day	We offer in addition to the mandatory sick time	Posted Today
416	One (1) year of Skilled nursing experience	High school Diploma or GED.	Hiring ongoing
417	We are currently looking for caregiver positions	You will enter your preferred weekly hours each week	Posted 4 days ago
418	We provide all training and assist with certification	Provides direct care to residents while promoting their independence	Posted 1 day ago
421	Qualifications*: A minimum of 1 year of experience		Posted 30+ days ago
423	Current Washington State nursing assistant	Provide documentation of visit, report to nursing supervisor	Posted 16 days ago
424	At Sunrise, our Care Manager is recruiting		EmployerActive 2 days ago
425	Part-Time | On-Call.	Medical, Dental, and Vision coverage.	Posted 2 days ago
426	NO PRIOR MEDICAL EXPERIENCE REQUIRED	We currently have part time weekend and NO EXPERIENCE REQUIRED	Posted 1 day ago
430	Right at home-Gig Harbor is looking for		Posted 2 days ago

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
431	Experienced Caregiver of Certified	Supervises Resident Assistants on assignmen	PostedPosted 30+ days ago
432	Meal prep, shopping, light houseke	Help with bathing, dressing, and walking.	Hiring ongoing
433	_*We are looking to hire CNA or N/	We are happy to accommodate flexible sched	EmployerActive 2 days ago
434	Day, eve and noc; Part-time and Ft	*Night and weekend differential pay*: get paid	PostedPosted 30+ days ago
436	Assists professional nursing persor		Hiring ongoing
439	Certified Nursing Assistant will prov		PostedPosted 4 days ago
447	Sunrise Home Care Agency is curr		PostedPosted 30+ days ago
452	Part time, Full time, PRN hours ave	Now offering \$750 sign on bonus to all fulltime	PostedPosted 30+ days ago
454	Looking for caregivers, part time ar	One on one client care.	PostedPosted 10 days ago
455	We offer up to a \$5,000 Sign on Bc	High school diploma or GED required.	PostedPosted 30+ days ago
456	Willing to travel to outlying Yakima	You will enter your preferred weekly hours eac	Hiring ongoing
457	We are licensed adult family home		PostedPosted 4 days ago
458	Follows an individualized nursing pl	Adult Family Home taking care of acute care p	EmployerActive 13 days ago
460	Diligent Healthcare Staffing provide		PostedPosted 2 days ago
463	The primary purpose of your job po		PostedPosted 24 days ago
467	Nursing assistants check in with re:		PostedPosted 7 days ago
471	Competitive pay \$18-\$20/hr (Pay r	Flexible schedules (Shifts can be arranged to i	PostedPosted 1 day ago
472	Now hiring for full-time, part-time, a	Must have an active Washington state HCA (F	PostedPosted 22 days ago
474	Cna/HCA- assist with adls, feeding	Job Types: Full-time, Part-time.	EmployerActive 3 days ago
475	We are looking for caregivers to wc	Supplemental Insurance, Medical, Dental, Visi	PostedPosted 14 days ago
478	Under the direction of the Endosco|		EmployerActive 16 days ago
480	As needed, this position also works		PostedPosted 30+ days ago
481	Must be a Certified Nursing assista		PostedPosted 15 days ago
484	Puffin Island LLC has been a certifi		PostedPosted 18 days ago
485	We are currently hiring for middle a		PostedPosted 30+ days ago
487	BASIC FUNCTIONS: Provides eac		PostedPosted 30+ days ago
489	A Better Solution Homecare is look	Good written and oral communication skills.	Hiring ongoing
490	Your goal will be to engage individu		Hiring ongoing
491	The incumbent will be given assign		PostedPosted 8 days ago
492	Understanding of confidentiality obl	Job Types: Full-time, Part-time, Contract, Per	PostedPosted 30+ days ago
493	Schedule*: Full-Time Eve shift Tue	_*\$1,000 Sign on Bonus for full-time!!!!*_	PostedPosted 30+ days ago
496	Assists professional nursing persor		Hiring ongoing
497	\$1,000 Sign-On Bonus.	\$1,000.00 Sign-On Bonus!	PostedPosted 2 days ago
499	\$1500-2000 Sign-on Bonus, DOE*.	Paid Life and AD&D insurance.	PostedPosted 23 days ago
502	Full-time C.N.A. position available	The Nursing Assistant will assist providers with	PostedPosted 30+ days ago
503	Specialty Service Solutions, is seek	Must be a team player.	PostedPosted 30+ days ago
504	The Resident Assistant has full res	This includes assistance with activities of daily	PostedPosted 30+ days ago
506	Reports To: Assistant Executive Di	Hours: 40 Hours/Week – Full Time.	PostedPosted 30+ days ago
508	We are looking for in home Caregij		EmployerActive 8 days ago

ID	jobsnippet	jobsnippet2	date
511	If you have a valid CNA certificati		PostedPosted 30+ days ago
512	We have no nights or evening shift	An Agency providing support caregiving servic	EmployerActive 13 days ago
513	Assisting in activities of daily living	CNA's and HCA's:* Must have a current CNA '	PostedPosted 30+ days ago
514	We are licensed adult family home		PostedPosted 30+ days ago
515	We will pay for your training to get	If you're a honest, approachable and have a ca	PostedPosted 3 days ago
518	We are looking for in home Caregiv		PostedPosted 12 days ago
522	Looking for caregivers for the Thur:	Must have own reliable transportation.	PostedPosted 15 days ago
525	SeaCare In-Home Care Services is		Hiring ongoing
526	NO PRIOR MEDICAL EXPERIENC	For Full Time we offer competitive Medical - 9!	PostedPosted 26 days ago
529	Pay starting at \$18-\$20/hour for ex|	Evaluations and Pay Increases regularly given	EmployerActive 3 days ago
531	Competitive wages and sign on bon	Caregivers assist residents, ensuring resident	Hiring ongoing
532	Health insurance (for full time).	Dental insurance (for full time).	PostedJust posted
534	MUST HAVE current registration a	Be willing to submit drug test and background	PostedPosted 9 days ago
536	CPR, First Aid, Food Handlers perr	Mental Hemoth and Dementia speciality trainir	EmployerActive 2 days ago
539	Competitive pay \$18-\$20/hr (Pay r	Flexible schedules (Shifts can be arranged to f	PostedPosted 6 days ago
541	Provides assistance to residents in		PostedPosted 30+ days ago
542	Medical, Dental, and Vision covera	Additional coverage options, including Short T	PostedPosted 1 day ago
543	Health/Dental/Vision/Disability/Life	401 (k) Plan and Matching.	PostedPosted 30+ days ago
544	Our caregivers will provide exceller		PostedPosted 1 day ago
546	Safety and wellbeing are of top pric	Companionship and conversation; Light house	EmployerActive 3 days ago
550	Job Types: Part-time, Temporary.		PostedPosted 4 days ago
551	The Certified Nursing Assistant wo		PostedPosted 4 days ago
552	Current state license, CPR/ First Ai	Masks are required, daily sign in and screenin	PostedPosted 23 days ago
553	We currently have weekday and we	Job Types: Full-time, Part-time.	PostedPosted 30+ days ago
555	Answers call lights and responds tc	Tends to patients' personal hygiene needs.	PostedPosted 30+ days ago
556	Aiding all activities of daily of living	A current CNA certification in the state of WA i	PostedPosted 14 days ago
557	Schedule*: FT NOC, rotation schec	\$2,500 sign-on Bonus for Full-Time!	PostedPosted 1 day ago
558	First Choice In-Home Care is seeki		Hiring ongoing
559	You will perform activities of daily li	We offer training and support throughout the c	PostedPosted 30+ days ago
561	*Licensed/certified CNA/NAR/HCA'	SHIFT NEED: Mon - Friday Mid day availability	PostedPosted 11 days ago
562	We will provide on the job paid trair	Perform domestic and household tasks.	EmployerActive 2 days ago
564	Help clients take prescribed medic	Assist clients with ambulation and mobility aro	EmployerActive 20 days ago
565	Complete delegated tasks as direc		PostedPosted 30+ days ago
567	Demonstrates the ability to develop		PostedPosted 28 days ago
568	1 year experience as a CNA in an e	Get Early Access to Earned Income!!	PostedPosted 2 days ago
569	Pay starting at \$17.00 per hour with	Print paperwork for HHA packets and putting t	PostedPosted 30+ days ago
571	We also offer Regence BlueShield		PostedPosted 2 days ago
572	Our CNAs provide activities of daily	Record vital signs as request by staff.	PostedPosted 9 days ago
574	No experience required - we can pr	Must be able to pass a drug test and criminal l	PostedPosted 4 days ago

Certified Nursing Assistants

ID	jobsnippet	jobsnippet2	date
576	Now Hiring Full-time Caregiver/Cer	Shift: 6:00am to 2:30pm OR 2:00pm to 10:30p	Posted 7 days ago
578	Caregivers needed for variety of sh	All ComForCare caregivers must be fully vacci	Posted Just posted
579	Our Caregivers will provide excelle	Must be at least 18 years old.	Hiring ongoing
580	Rosario Assisted Living is currentl		Employer Active 15 days ago
581	HopeBridge Home Health is lookin	State issued driver's license.	Posted 8 days ago
586	Be a licensed certified nursing assi	Stable nursing leadership with a DNS of 25 ye	Employer Active 2 days ago
587	The care plan may also include, bu	Performing light housekeeping, such as dustin	Hiring ongoing
591	*Competitive Pay *- Up to \$19.50 F	*Flexibility *- Flexible start dates with regular	Posted 30+ days ago
592	Our Caregivers will provide excelle	Must be at least 18 years old.	Hiring ongoing
594	This position is a great stepping st	Participates in facilitation of lab tests such as c	Posted 6 days ago
595	Now hiring for full-time, part-time, a	TheKey, formerly Home Care Assistance, prov	Posted 22 days ago
596	Now hiring for full-time, part-time, a	TheKey, formerly Home Care Assistance, prov	Posted 22 days ago
597	We care for six residents with varyi	We will pay for training for the right candidate.	Employer Active 2 days ago
598	Preferred: Current certification as a		Posted 8 days ago
601	This will make candidates who are		Employer Active 5 days ago
602	We are looking for a compassionat		Posted 30+ days ago
603	Performing various tasks assigned	Assisting our residents with the activities of da	Employer Active 2 days ago
604	Communicates change of conditior	Read and implement care/activities of daily livi	Posted 22 days ago
606	We are looking for someone who c	Resident care with all activities of daily living.	Posted 30+ days ago
611	1:1 client to caregiver ratio.	Assist elderly and disabled with ADLs (activitie	Posted 30+ days ago
612	Competitive pay \$18.00-\$20.00 an	Pay may vary by location, level of training and	Posted Today
613	As a CNA, you provide quality nurs	Full or Part-time Available:	Posted 2 days ago
615	We are currently accepting applica		Posted Today
616	Touchmark Home Care is part of T	Willing to continue learning and improving skill	Posted 5 days ago
617	We will pay for your training to get	However, if you don't have the certification, we	Posted 30+ days ago
618	The Resident Assistant has full res		Posted 30+ days ago
619	We currently have and are licensec	Our household requires two CNA's at all times	Posted 30+ days ago
621	We are looking for a compassionat		Employer Active 8 days ago
624	~Time-&-a-Half Holiday Pay.	~Retirement Plan (401K matching).	Posted 8 days ago
625	This position provides a variety of h	High School diploma, GED, or equivalent.	Posted 30+ days ago
626	Kent/Auburn Area Caregiver, Home	\$19/hr for Shifts that are 4+ Hours.	Posted 13 days ago
627	I currently have an opening for an		Posted 7 days ago
628	Must have CPR/first aide, Food hai	Job Types: Full-time, Part-time.	Posted 9 days ago
631	Be a licensed certified nursing assi	Effectively communicate necessary resident in	Posted 6 days ago
636	Successful completion of a state a	Under the direction of a licensed nurse, you wi	Posted 5 days ago
638	NAC, NAR, or HCA certifications (c	Caregiver experience as well as dementia trai	Posted 2 days ago
641	As a CNA, you provide quality nurs	Have the ability to obtain CPR/BLS card.	Posted 2 days ago
642	MUST be able to transfer!*	Supportive Management Team that will train y	Employer Active 21 days ago
643	Competitive pay \$18.00 - \$20.00 ar	Pay may vary by location, level of training, and	Posted 10 days ago

ID	jobsnippet	jobsnippet2	date
644	Provides orientation/support to new	The Resident Assistant II has full responsibility	PostedPosted 30+ days ago
649	Safety and wellbeing are of top pric	Companionship and conversation; Light house	PostedPosted 30+ days ago
656	We are currently hiring for 12 hour	*Provide compassionate care to the elderly in	PostedPosted 4 days ago
659	You *must have a driver's license a	If you drive your own car we will pay \$0.58 per	PostedPosted 30+ days ago
660	Caregivers/CarePros in the Float P	If you are looking for a full time position join ou	Hiring ongoing
661	Establish effective relationships wit	Assist residents in life skills and other life-enric	PostedPosted 5 days ago
662	As needed, this position also works		PostedPosted 30+ days ago
664	CNA and HCA caregivers employe	High school or equivalent (Required).	EmployerActive 2 days ago
669	Provides orientation/support to new	The Resident Assistant II has full responsibility	PostedPosted 22 days ago
671	Our caregivers will provide exceller		PostedPosted 30+ days ago
672	Licensed CNA \$19-\$21 per hour.	Part time (up to 30 hrs) OR Full Time (30+ hrs	PostedPosted 29 days ago

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
2	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.113	Yes	Yes	Yes
3	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.236	Yes	Yes	Yes
4	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.337	Yes	Yes	Yes
5	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.438	Yes	Yes	Yes
6	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.564	Yes	Yes	Yes
7	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.619	Unspecified	Unspecified	Unspecified
11	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.889	Yes	Yes	Yes
13	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:33.996	Yes	Yes	Yes
16	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:46.369	Yes	Yes	Yes
18	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:46.460	Yes	Yes	Yes
22	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:46.730	Yes	Yes	Yes
26	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:46.852	Unspecified	Unspecified	Unspecified
29	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:46.980	Unspecified	Unspecified	Unspecified
32	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:59.527	Yes	Yes	Yes
34	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:59.617	Yes	Yes	Yes
35	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:59.676	Yes	Yes	Yes
36	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:59.718	Yes	Yes	Yes
37	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:24:59.769	Unspecified	Unspecified	Unspecified
41	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:00.017	Unspecified	Yes	Yes
42	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:00.049	Unspecified	Unspecified	Unspecified
49	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:12.244	Unspecified	Unspecified	Unspecified
51	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:12.316	Unspecified	Unspecified	Unspecified
57	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:12.596	Unspecified	Unspecified	Unspecified
63	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.655	Unspecified	Unspecified	Unspecified
64	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.677	Unspecified	Unspecified	Unspecified
66	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.731	Unspecified	Unspecified	Unspecified
68	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.827	Unspecified	Unspecified	Unspecified
69	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.860	Yes	Yes	Yes
70	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:24.892	Unspecified	Unspecified	Unspecified
80	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:37.192	Unspecified	Unspecified	Unspecified
82	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:37.284	Yes	Yes	Yes
83	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:37.314	N	N	N
89	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:37.501	Yes	Yes	Yes
90	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:37.531	Unspecified	Unspecified	Unspecified
91	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:49.109	Unspecified	Unspecified	Unspecified
94	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:49.226	N	N	N
96	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:49.329	Yes	Yes	Yes
99	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:49.480	Unspecified	Unspecified	Unspecified
100	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:25:49.523	Yes	Yes	Yes

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
106	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.095	Unspecified	Unspecified	Unspecified
108	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.186	Unspecified	Unspecified	Unspecified
112	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.333	Unspecified	Unspecified	Unspecified
113	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.375	Yes	Yes	Yes
115	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.503	Yes	Yes	Yes
116	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.543	Yes	Yes	Yes
117	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.593	Yes	Yes	Yes
118	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:02.634	Yes	Yes	Yes
121	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:14.825	Yes	Yes	Yes
122	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:14.873	Yes	Yes	Yes
123	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:14.898	Yes	Yes	Yes
125	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:14.962	N	N	N
128	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:15.055	Unspecified	Unspecified	Unspecified
130	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:15.129	Yes	Yes	Yes
131	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:15.164	Yes	Yes	Yes
136	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.418	Yes	Yes	Unspecified
138	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.518	Yes	Yes	Yes
139	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.621	Yes	Yes	Yes
140	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.685	Yes	Yes	Yes
142	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.810	Unspecified	Unspecified	Unspecified
145	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.883	Unspecified	Unspecified	Unspecified
147	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:27.947	Yes	Yes	Yes
149	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:28.012	Unspecified	Unspecified	Unspecified
151	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.077	Yes	Yes	Yes
152	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.126	Unspecified	Unspecified	Unspecified
153	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.159	Unspecified	Unspecified	Unspecified
157	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.327	Unspecified	Unspecified	Unspecified
158	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.382	Unspecified	Unspecified	Unspecified
160	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.471	Yes	Yes	Yes
161	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.516	Yes	Yes	Yes
163	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:40.602	Yes	Yes	Yes
170	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:53.545	Yes	Yes	Yes
173	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:53.660	Yes	Yes	Yes
175	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:53.754	Unspecified	Unspecified	Unspecified
177	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:26:53.863	Yes	Yes	Yes
182	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:05.747	Unspecified	Unspecified	Unspecified
185	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:05.852	Yes	Yes	Yes
188	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:05.978	Yes	Yes	Yes
193	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:06.169	Unspecified	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
197	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.196	Yes	Yes	Yes
199	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.332	Yes	Yes	Yes
200	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.389	Yes	Yes	Yes
204	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.589	Yes	Yes	Unspecified
206	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.649	Yes	Yes	Yes
208	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:18.718	Yes	Yes	Yes
211	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:30.881	Yes	Yes	Yes
213	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:30.962	Yes	Yes	Yes
215	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:31.036	Yes	Yes	Yes
223	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:31.379	Yes	Yes	Yes
225	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:31.439	Yes	Yes	Yes
228	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:43.408	Yes	Yes	Yes
229	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:43.439	Yes	Yes	Yes
234	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:43.638	Unspecified	Unspecified	Unspecified
237	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:43.847	Yes	Unspecified	Unspecified
243	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:56.009	Yes	Yes	Unspecified
247	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:56.112	Yes	Yes	Yes
253	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:56.310	Yes	Yes	Yes
254	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:56.359	Unspecified	Unspecified	Unspecified
255	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:27:56.398	Yes	Yes	Yes
258	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:04.916	Yes	Yes	Yes
259	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:04.953	Yes	Yes	Unspecified
261	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.033	Yes	Yes	Yes
262	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.075	Yes	Unspecified	Unspecified
263	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.097	Yes	Unspecified	Unspecified
265	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.147	Yes	Unspecified	Unspecified
268	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.245	Yes	Yes	Yes
269	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.270	Unspecified	Unspecified	Unspecified
270	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:05.300	Yes	Yes	Yes
272	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.158	Yes	Yes	Yes
273	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.230	Yes	Yes	Yes
276	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.346	Unspecified	Unspecified	Unspecified
277	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.396	Yes	Yes	Yes
278	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.451	Yes	Yes	Yes
279	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.501	Unspecified	Unspecified	Unspecified
281	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.604	Unspecified	Unspecified	Unspecified
285	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:17.732	Unspecified	Unspecified	Unspecified
286	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:29.506	Yes	Yes	Yes
288	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:29.573	Unspecified	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
295	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:29.857	Unspecified	Unspecified	Unspecified
297	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:29.968	Yes	Unspecified	Unspecified
299	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:30.056	Unspecified	Unspecified	Unspecified
300	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:30.111	Unspecified	Unspecified	Unspecified
301	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:41.803	Yes	Yes	Yes
303	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:41.869	Yes	Yes	Yes
304	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:41.888	Yes	Yes	Yes
305	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:41.916	Unspecified	Unspecified	Unspecified
311	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:42.078	Yes	Yes	Yes
314	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:42.262	Yes	Yes	Yes
316	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.097	Yes	Yes	Yes
319	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.220	Yes	Yes	Unspecified
321	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.308	Yes	Yes	Yes
322	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.340	Unspecified	Unspecified	Unspecified
324	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.500	Yes	Yes	Yes
325	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.521	Yes	Yes	Yes
328	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.594	Yes	Yes	Yes
330	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:28:54.651	Unspecified	Unspecified	Unspecified
332	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.504	Yes	Yes	Yes
334	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.578	Yes	Yes	Yes
335	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.618	Yes	Yes	Yes
336	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.659	Unspecified	Unspecified	Unspecified
338	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.778	Yes	Yes	Yes
339	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.856	Yes	Yes	Yes
342	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.974	Yes	Yes	Yes
343	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:06.997	Unspecified	Unspecified	Unspecified
345	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:07.048	Unspecified	Unspecified	Unspecified
348	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:18.947	Yes	Yes	Yes
350	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.016	Yes	Yes	Unspecified
353	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.205	Yes	Yes	Yes
354	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.245	Unspecified	Unspecified	Unspecified
355	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.282	Unspecified	Unspecified	Unspecified
356	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.320	Yes	Yes	Yes
357	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:19.355	Yes	Yes	Yes
361	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.238	Unspecified	Unspecified	Unspecified
363	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.303	Unspecified	Unspecified	Unspecified
365	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.352	Yes	Yes	Yes
366	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.385	Unspecified	Unspecified	Unspecified
368	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.430	Yes	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
370	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.549	Yes	Yes	Yes
371	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.618	Yes	Yes	Yes
372	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.651	Yes	Yes	Yes
373	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:31.684	Yes	Yes	Yes
376	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.477	Yes	Yes	Yes
377	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.525	Yes	Yes	Yes
378	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.569	Yes	Yes	Yes
379	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.621	Yes	Yes	Yes
380	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.667	Unspecified	Unspecified	Unspecified
381	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.789	Yes	Yes	Yes
382	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.862	Yes	Yes	Yes
383	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.880	Yes	Yes	Yes
384	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.906	Yes	Yes	Yes
385	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.937	Yes	Yes	Unspecified
387	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:43.997	Yes	Yes	Yes
390	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:44.094	Yes	Yes	Yes
391	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:55.636	Yes	Yes	Yes
392	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:55.674	Yes	Unspecified	Yes
395	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:55.808	Unspecified	Unspecified	Unspecified
396	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:55.846	Yes	Yes	Yes
400	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:56.118	Yes	Yes	Yes
401	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:56.174	Yes	Yes	Yes
402	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:29:56.204	Yes	Yes	Yes
406	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.107	Yes	Yes	Yes
407	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.169	Yes	Yes	Yes
408	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.208	Yes	Yes	Yes
409	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.251	Yes	Unspecified	Unspecified
411	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.342	Yes	Yes	Yes
412	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.385	Unspecified	Unspecified	Unspecified
413	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.426	Yes	Unspecified	Unspecified
416	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.627	Unspecified	Unspecified	Unspecified
417	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.667	Unspecified	Unspecified	Unspecified
418	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:08.703	Unspecified	Unspecified	Unspecified
421	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.447	Yes	Yes	Yes
423	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.541	Unspecified	Unspecified	Unspecified
424	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.569	Yes	Yes	Yes
425	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.594	Yes	Yes	Yes
426	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.622	Yes	Yes	Yes
430	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.739	Unspecified	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
431	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.811	Unspecified	Unspecified	Unspecified
432	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.884	Yes	Yes	Yes
433	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.931	Yes	Yes	Yes
434	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:20.969	Yes	Yes	Yes
436	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:33.016	Yes	Yes	Yes
439	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:33.141	Yes	Unspecified	Unspecified
447	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:33.489	Yes	Yes	Unspecified
452	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.333	Yes	Yes	Yes
454	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.415	Unspecified	Unspecified	Unspecified
455	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.453	Yes	Yes	Yes
456	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.487	Yes	Yes	Unspecified
457	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.569	Unspecified	Unspecified	Unspecified
458	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.653	Yes	Yes	Yes
460	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.744	Unspecified	Unspecified	Unspecified
463	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:45.862	Unspecified	Unspecified	Unspecified
467	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.051	Yes	Unspecified	Unspecified
471	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.237	Yes	Yes	Yes
472	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.280	Yes	Yes	Yes
474	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.376	Unspecified	Unspecified	Unspecified
475	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.445	Yes	Yes	Yes
478	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.602	Yes	Yes	Yes
480	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:30:58.697	Unspecified	Unspecified	Unspecified
481	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.627	Yes	Yes	Yes
484	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.782	Yes	Unspecified	Unspecified
485	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.813	Yes	Yes	Yes
487	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.892	Unspecified	Unspecified	Unspecified
489	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.955	Unspecified	Unspecified	Unspecified
490	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:10.996	Yes	Yes	Yes
491	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:11.033	Yes	Yes	Yes
492	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:11.112	Unspecified	Unspecified	Unspecified
493	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:11.190	Yes	Yes	Yes
496	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.033	Yes	Yes	Yes
497	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.084	Yes	Unspecified	Unspecified
499	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.174	Yes	Yes	Yes
502	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.388	Yes	Yes	Yes
503	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.418	Unspecified	Unspecified	Unspecified
504	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.447	Yes	Yes	Unspecified
506	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.520	Yes	Yes	Yes
508	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:23.583	Unspecified	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
511	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.497	Unspecified	Unspecified	Unspecified
512	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.531	Unspecified	Unspecified	Unspecified
513	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.564	Yes	Yes	Yes
514	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.600	Yes	Unspecified	Unspecified
515	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.637	Yes	Yes	Yes
518	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:35.836	Unspecified	Unspecified	Unspecified
522	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:36.013	Yes	Yes	Yes
525	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:36.125	Yes	Unspecified	Unspecified
526	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:47.880	Yes	Yes	Yes
529	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:47.980	Yes	Yes	Yes
531	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:48.091	Yes	Yes	Unspecified
532	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:48.163	Yes	Yes	Unspecified
534	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:48.235	Yes	Unspecified	Unspecified
536	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:48.320	Unspecified	Unspecified	Unspecified
539	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:31:48.437	Yes	Yes	Yes
541	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.247	Unspecified	Unspecified	Unspecified
542	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.287	Yes	Yes	Yes
543	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.307	Yes	Yes	Yes
544	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.329	Unspecified	Unspecified	Unspecified
546	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.384	Yes	Yes	Unspecified
550	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.497	Unspecified	Unspecified	Unspecified
551	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.524	Unspecified	Unspecified	Unspecified
552	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.602	Yes	Yes	Yes
553	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.676	Unspecified	Unspecified	Unspecified
555	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:00.755	Yes	Unspecified	Unspecified
556	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:12.675	Unspecified	Unspecified	Unspecified
557	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:12.721	Yes	Yes	Yes
558	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:12.769	Yes	Yes	Yes
559	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:12.815	Yes	Unspecified	Unspecified
561	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:12.950	Unspecified	Unspecified	Unspecified
562	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.028	Yes	Yes	Yes
564	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.075	Yes	Unspecified	Unspecified
565	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.113	Yes	Yes	Yes
567	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.173	Unspecified	Unspecified	Unspecified
568	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.207	Yes	Unspecified	Unspecified
569	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:13.238	Unspecified	Unspecified	Unspecified
571	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:24.982	Yes	Yes	Yes
572	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.030	Yes	Yes	Yes
574	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.100	Yes	Unspecified	Unspecified

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
576	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.174	Yes	Yes	Yes
578	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.352	Yes	Unspecified	Unspecified
579	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.392	Unspecified	Unspecified	Unspecified
580	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.438	Yes	Yes	Yes
581	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:25.475	Unspecified	Unspecified	Unspecified
586	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.409	Yes	Yes	Yes
587	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.473	Yes	Unspecified	Unspecified
591	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.641	Yes	Unspecified	Unspecified
592	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.675	Unspecified	Unspecified	Unspecified
594	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.752	Yes	Yes	Yes
595	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.812	Yes	Yes	Yes
596	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.892	Yes	Yes	Yes
597	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.939	Unspecified	Unspecified	Unspecified
598	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:37.976	Yes	Yes	Yes
601	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.213	Unspecified	Unspecified	Unspecified
602	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.288	Unspecified	Unspecified	Unspecified
603	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.319	Yes	Yes	Yes
604	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.358	Yes	Yes	Yes
606	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.419	Unspecified	Unspecified	Unspecified
611	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.564	Unspecified	Unspecified	Unspecified
612	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.600	Yes	Yes	Yes
613	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.685	Yes	Yes	Yes
615	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:32:51.806	Unspecified	Unspecified	Unspecified
616	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:03.849	Yes	Yes	Yes
617	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:03.897	Yes	Yes	Yes
618	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:03.939	Yes	Yes	Yes
619	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:03.982	Unspecified	Unspecified	Unspecified
621	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.084	Yes	Yes	Yes
624	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.258	Unspecified	Unspecified	Unspecified
625	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.280	Yes	Yes	Yes
626	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.315	Unspecified	Unspecified	Unspecified
627	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.349	Unspecified	Unspecified	Unspecified
628	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:04.374	Unspecified	Unspecified	Unspecified
631	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.231	Yes	Yes	Yes
636	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.446	Yes	Yes	Yes
638	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.573	Unspecified	Unspecified	Unspecified
641	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.796	Yes	Yes	Yes
642	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.837	Yes	Yes	Yes
643	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.860	Yes	Yes	Yes

Certified Nursing Assistants

ID	Keywords_BDS	Keywords	Current_time	Medical	Dental	Vision
644	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:16.893	Yes	Yes	Yes
649	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:28.705	Yes	Yes	Unspecified
656	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:29.060	Unspecified	Unspecified	Unspecified
659	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:29.185	Unspecified	Unspecified	Unspecified
660	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:29.224	Yes	Yes	Yes
661	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:37.752	Yes	Unspecified	Unspecified
662	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:37.791	Yes	Yes	Yes
664	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:37.831	Unspecified	Unspecified	Unspecified
669	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:38.076	Yes	Yes	Yes
671	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:38.143	Unspecified	Unspecified	Unspecified
672	Certified nursing assistant	Certified Nursing Assistant J	2023-02-22 17:33:38.181	Unspecified	Unspecified	Unspecified

ID	Retirement	Notes	
2	Unspecified	Benefits for FTE; and those that work 30+ hrs)	
3	Yes		
4	Unspecified		
5	Yes		
6	Yes		
7	Unspecified		
11	Yes		
13	Yes		
16	Unspecified		
18	Yes		
22	Yes		
26	Unspecified		
29	Unspecified		
32	Yes		
34	Yes		
35	Yes		
36	Unspecified		
37	Unspecified		
41	Yes		
42	Unspecified		Does indicate "fantastic benefits package"...no specifics provided though
49	Unspecified		
51	Unspecified		Does indicate a benefits package...no specifics provided though
57	Unspecified		
63	Unspecified		Does indicate a benefits package...no specifics provided though
64	Unspecified		Does indicate a benefits package...no specifics provided though
66	Unspecified		
68	Unspecified		
69	Yes		
70	Unspecified		
80	Unspecified		
82	Unspecified		
83	N		
89	Yes		
90	Unspecified		
91	Unspecified		
94	N		
96	Yes		
99	Unspecified		
100	Yes		

ID	Retirement	Notes
106	Unspecified	
108	Unspecified	
112	Unspecified	
113	Yes	
115	Unspecified	
116	Unspecified	
117	Yes	
118	Yes	
121	Yes	
122	Yes	
123	Yes	
125	Yes	
128	Unspecified	
130	Yes	
131	Unspecified	
136	Yes	
138	Yes	
139	Yes	
140	Yes	
142	Unspecified	
145	Unspecified	
147	Yes	
149	Unspecified	
151	Yes	
152	Unspecified	
153	Unspecified	
157	Unspecified	Does indicate a benefits package...no specifics provided though
158	Unspecified	
160	Yes	
161	Yes	
163	Yes	
170	Yes	
173	Unspecified	
175	Unspecified	
177	Yes	
182	Yes	
185	Yes	
188	Yes	
193	Unspecified	Does indicate a benefits package...no specifics provided though

ID	Retirement	Notes
197	Yes	
199	Unspecified	
200	Yes	
204	Unspecified	
206	Yes	
208	Yes	
211	Yes	
213	Yes	
215	Yes	
223	Yes	
225	Yes	
228	Yes	
229	Yes	
234	Yes	
237	Yes	
243	Yes	
247	Unspecified	
253	Yes	
254	Unspecified	
255	Yes	
258	Yes	
259	Unspecified	
261	Yes	
262	Yes	
263	Yes	
265	Unspecified	
268	Yes	
269	Unspecified	
270	Yes	
272	Yes	
273	Yes	
276	Yes	
277	Unspecified	
278	Unspecified	
279	Unspecified	
281	Unspecified	
285	Unspecified	
286	Yes	
288	Yes	

ID	Retirement	Notes
295	Unspecified	
297	Unspecified	
299	Unspecified	
300	Yes	
301	Yes	
303	Yes	
304	Yes	
305	Unspecified	
311	Yes	
314	Unspecified	
316	Yes	
319	Yes	
321	Unspecified	
322	Unspecified	
324	Yes	
325	Yes	
328	Yes	
330	Unspecified	
332	Yes	
334	Yes	
335	Yes	
336	Unspecified	
338	Yes	
339	Yes	
342	Yes	
343	Unspecified	
345	Unspecified	
348	Yes	
350	Unspecified	
353	Yes	
354	Unspecified	
355	Yes	
356	Yes	
357	Yes	
361	Yes	
363	Unspecified	
365	Yes	
366	Unspecified	
368	Yes	

ID	Retirement	Notes
370	Yes	
371	Yes	
372	Unspecified	
373	Yes	
376	Yes	
377	Yes	
378	Yes	
379	Yes	
380	Unspecified	
381	Yes	
382	Yes	
383	Yes	
384	Yes	
385	Yes	
387	Yes	
390	Yes	
391	Unspecified	
392	Yes	
395	Unspecified	
396	Yes	
400	Yes	
401	Yes	
402	Yes	
406	Yes	
407	Yes	
408	Yes	
409	Unspecified	
411	Yes	
412	Unspecified	
413	Unspecified	
416	Unspecified	
417	Unspecified	
418	Yes	
421	Yes	
423	Unspecified	
424	Yes	
425	Yes	
426	Yes	
430	Unspecified	

ID	Retirement	Notes
431	Unspecified	
432	Unspecified	
433	Unspecified	
434	Yes	
436	Yes	
439	Yes	
447	Yes	
452	Yes	
454	Unspecified	
455	Yes	
456	Yes	
457	Yes	
458	Unspecified	
460	Unspecified	
463	Unspecified	
467	Yes	
471	Yes	
472	Unspecified	
474	Unspecified	
475	Yes	
478	Yes	
480	Unspecified	
481	Yes	
484	Yes	
485	Unspecified	
487	Unspecified	
489	Unspecified	
490	Unspecified	
491	Yes	
492	Yes	
493	Yes	
496	Yes	
497	Yes	
499	Yes	
502	Yes	
503	Yes	
504	Yes	
506	Yes	
508	Unspecified	

ID	Retirement	Notes
511	Unspecified	
512	Unspecified	
513	Unspecified	
514	Yes	
515	Yes	
518	Unspecified	
522	Yes	
525	Unspecified	
526	Yes	
529	Yes	
531	Unspecified	
532	Yes	
534	Unspecified	
536	Yes	
539	Yes	
541	Unspecified	
542	Yes	
543	Yes	
544	Unspecified	
546	Yes	
550	Unspecified	
551	Unspecified	
552	Yes	
553	Yes	
555	Unspecified	
556	Unspecified	
557	Yes	
558	Yes	
559	Unspecified	
561	Unspecified	
562	Yes	
564	Unspecified	
565	Yes	
567	Unspecified	
568	Yes	
569	Unspecified	
571	Unspecified	
572	Yes	
574	Unspecified	

ID	Retirement	Notes
576	Yes	
578	Unspecified	
579	Unspecified	
580	Unspecified	
581	Unspecified	
586	Yes	
587	Unspecified	
591	Unspecified	
592	Unspecified	
594	Unspecified	
595	Unspecified	
596	Unspecified	
597	Unspecified	
598	Unspecified	
601	Unspecified	
602	Unspecified	
603	Yes	
604	Yes	
606	Unspecified	
611	Yes	
612	Yes	
613	Yes	
615	Yes	
616	Yes	
617	Yes	
618	Yes	
619	Unspecified	
621	Unspecified	
624	Yes	
625	Yes	
626	Unspecified	
627	Unspecified	
628	Unspecified	
631	Yes	
636	Unspecified	
638	Unspecified	
641	Yes	
642	Unspecified	
643	Yes	

ID	Retirement	Notes
644	Yes	
649	Unspecified	
656	Unspecified	
659	Unspecified	
660	Yes	
661	Yes	
662	Yes	
664	Unspecified	
669	Yes	
671	Unspecified	
672	Unspecified	

Para-educators

ID	Title	Salary	Wage Type	Employment	City_BDS
1	Special Education Teacher - Schools	\$50 an hour	Hourly	Full-time	Tumwater
2	Special Education Teacher | Full Time	Unspecified	Unspecified	Full-time	Kent
3	High School Special Education Teacher Needed	Unspecified	Unspecified	37.5 Hours per week	Enumclaw
4	Paraeducator - Special Education - Life Skills (2022	Salary Schedule: Para	Salary	6.5 Hours/	Everett
5	Early Childhood Special Education Teachers	\$57,409 - \$108,208 a year	Salary	Day shift	Vancouver
6	Special Education Teacher, Developmental Skills	\$57,409 - \$108,208 a year	Salary	Part-Time	Vancouver
7	2023-2024 Early Hiring - Special Education Teacher	\$62,557 - \$83,152 a year	Salary	Full-time+1	Renton
8	Paraeducator - Special Education - Resource Room	Salary Schedule: Para	Salary	5 Hours/Day	Everett
9	Program Specialist 3 - Special Education Office	\$53,100 - \$75,120 a year	Salary	Full-time	Olympia
10	Special Education Teacher job in Eatonville, WA - N	\$1,822 - \$2,007 a week		Contract	Eatonville
11	Special Education Paraeducator	\$20.77 - \$29.90 an hour	Hourly	Full-time+1	Yakima
12	Special Education Technology Center Office Assist	\$1,696 a month	Salary	Part-time	Ellensburg
13	Special Education LINK	Unspecified	Unspecified	Full-time	Kent
14	Instructional Assistant(Special Education)	\$23.75 an hour	Hourly	Day shift	Redmond
15	Paraeducator - Non Mainstream Special Education -	Unspecified	Unspecified	Unspecified	Spanaway
16	Special Education Paraprofessional (0774)-1	From \$25 an hour	Hourly	Full-time+1	Lakewood
17	SPECIAL EDUCATION PARAEDUCATOR	Up to \$28.49 an hour	Hourly	Part-time	Brush Prairie
19	Program Assistant-Special Education Department	Full-time	Hourly	Full-time	Mattawa
20	Special Education Teacher-Early Support for Infants	\$29.60 - \$53.51 an hour	Hourly	Full-time	Enumclaw
21	CL19280: Para/SS/Tier III Autism Classroom - Wasl	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
22	Special Education Para Educator(s) II 2022-23	\$24.12 an hour	Hourly	Part-time	Bellevue
23	Special Education Paraprofessional (0774)	\$25 an hour	Hourly	Temporary	Lakewood
24	22/23 - Paraeducator, Special Education	Unspecified	Unspecified	Part-time	Mercer Island
25	PRESCHOOL SPECIAL EDUCATION TEACHER (C	Unspecified	Salary	Full-time	Spokane
26	PARAEDUCATOR-SpEd (ECE)	\$22.58 - \$24.94 an hour	Hourly	Full-time	Seattle
27	Early Childhood Special Education Teacher	\$50,553 - \$98,010 a year	Salary	Full-time	Spokane
28	Instructional Paraeducator - Special Education	\$17.18 - \$24.05 an hour	Hourly	Part-time	Spokane
29	Special Education Paraeducators - Kalama School [	\$17.63 - \$20.72 an hour	Hourly	Part-time	Kalama
30	K-2 Special Education Life Skills	Unspecified	Unspecified	Full-time	Othello
31	Paraeducator - Academic Core Program	Unspecified	Unspecified	Unspecified	Federal Way
32	Special Education Teacher	Unspecified	Unspecified	Full-time	Vancouver
33	Special Education Sign Language Interpreter DHOH	Unspecified	Unspecified	Part-time	Vancouver

BDS

Para-educators

ID	Title	Salary	Wage Type	Employment	City_BDS
34	Special Education Paraeducator - Lake Quinault	\$17.63 - \$18.94 per hour	Hourly	Part-time	Amanda Park
35	Secondary Special Education Life Skills	https://drive.google.com/file/d/1b12oE	Hourly	Full-time	Warden
36	Paraeducator I (Support) - Special Education Progr	\$16.40 an hour	Hourly	Full-time	La Center
37	Special Education Para Educator 1x1 **Grant Funde	Unspecified	Unspecified	Full-time	Bellingham
38	Magnolia Elementary - Special Education Teacher (I	\$57,096 - \$132,149 a year	Salary	Part-time	Seattle
39	Office Manager-Special Education Department	Unspecified	Unspecified	Full-time	Mattawa
40	Special Education Teachers beginning the 2023-202	\$50,463 - \$95,113 a year	Salary	Full-time	Pullman
41	Teacher Special Education LRC English Language /	\$45.45 - \$90.83 an hour	Hourly	Full-time	Tacoma
42	CL19289: Para/Middle School Tier II Behavior - Spe	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
43	Special Education Teacher	Up to \$94,910 a year	Salary	Full-time	Inchelium
44	Paraeducator - Special Education Resource Learnin	RESP 1 *Current Salary	Salary	Full-time	Renton
45	2022-23 - 1.0 Special Education Preschool Teacher	Unspecified	Unspecified	Unspecified	Lacey
46	Special Education Teacher (SPED)	Unspecified	Unspecified	Unspecified	Longview
47	Special Education Teacher - Schools	\$35 - \$55 per hour	Hourly	Full-time+3	Puyallup
48	Special Education Teacher – 2022 – 2023 School Y	\$45 an hour	Hourly	Full-time	Marysville
49	Special Education Teacher - Local Contracts	\$1,450 - \$1,550 a week	Salary	Full-time+1	Anacortes
50	Special Education Lead Teacher	Unspecified	Unspecified	Part-time	Seattle
51	Special Education Teacher	\$1,688 - \$1,876 a week	Salary	37.5 Hours p	Spanaway
52	Paraprofessional - Local Contracts	\$1,050 - \$1,150 a week	Salary	Full-time+1	Renton
53	Special Education Teacher (CONTRACT)	\$54 an hour	Hourly	Part-time	Federal Way
54	Interagency - Special Education Teacher - Inclusion	\$57,096 - \$132,149 a year	Salary	Full-time	Seattle
55	Paraeducator - Mainstream Special Education	PSE Salary Schedule Level 5 - \$	Hourly	6.5 hours p	Spanaway
56	ELEMENTARY SPECIAL EDUCATION TEACHER(I	\$67,450 - \$126,540 a year	Salary	Part-time+1	Bellevue
57	CL19271: Para/SS/Tier III Autism Classroom - Kenr	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
58	Aki Kurose Middle School - Teacher - Special Educ	\$57,096 - \$132,149 a year	Salary	Full-time	Seattle
59	Education Support Professional Special Education F	\$24.11 an hour	Hourly	Part-time	Tacoma
60	6.5 hrs/day Life Skills Special Education Para (Bilin	Salary: Per PSE Salary	Unspecified	Full-time	Royal City
61	Quest Academy Day Treatment Special Education T	\$51,297 - \$96,683 a year	Salary	Full-time+1	Longview
62	Special Education SLP-CCC - School-Based Speeci	\$1,748 a week	Salary	Full-time	Spanaway
63	Special Education Teacher (SPED)	\$35.50 - \$39.00 an hour	Hourly	Unspecified	Spanaway
64	Special Education Teacher	Unspecified	Unspecified	Full-time+1	Tacoma
65	Special Education Aide (1x1) **Re-Advertise** (4)	Unspecified	Unspecified	Full-time	Bellingham

Para-educators

ID	Title	Salary	Wage Type	Employment	City_BDS
66	Teacher - Special Education, High School Resource	Unspecified	Unspecified	Unspecified	Spanaway
67	Special Education Teacher	\$33.57 - \$53.79 an hour	Hourly	Full-time+1	Mount Vernon
68	Special Education - Brailist, Vision Assistant - 1.0F1	\$50,190 - \$68,236 a year	Salary	Full-time	Seattle
69	Special Education Paraeducator - Dayton	\$17.63 - \$18.94 per hour	Hourly	Part-time	Dayton
70	Special Education Teacher - 2023-24 Anticipated OI	Up to \$85,056 a year	Salary	Full-time	Vancouver
71	CL18613: Para/SS/Autism 1-1 - Washington	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
72	Paraeducator - Special Education Instructional Learni	RESP 2 *Current Salary	Unspecified	Monday to F	Renton
73	Special Education Paraeducator LSC (5122 Sped)	Classification Group: Paraeducator C	Part-time	Part-time	Vancouver
74	CL19281: Para/SS/Tier II Behavioral Program - Vist	\$18.92 - \$22.61 an hour	Hourly	Part-time	Kennewick
75	Special Education Paraprofessional Auburn Schools	Unspecified	Unspecified	Full-time	Auburn
76	Wa He Lut Indian School-Learning Assistance Progi	Unspecified	Unspecified	Full-time	Tumwater
77	Para-Pro, Special Education Resource Room	Unspecified	Unspecified	Full-time	Mattawa
78	Paraprofessional-Special Education NB	\$23.69 - \$24.90 an hour	Hourly	Full-time	Yakima
79	Olympia - Paraeducator - Special Education Overloa	Unspecified	Unspecified	Part-time	Tumwater
80	Special Education Paraeducators - Naselle School [	\$17.63 - \$20.72 an hour	Hourly	Part-time	Naselle
81	Paraeducator - Special Education - Aberdeen High S	Unspecified	Unspecified	Part-time	Aberdeen
83	Special Education Bus Aide (2) Non-continuing	\$15.11 - \$18.06 an hour	Hourly	Part-time	Rockford
84	22-23 Special Education Teacher - Secondary	\$73,448 a year	Salary	Full-time+1	Lynnwood
85	Teacher, Special Education	\$58,140 - \$120,588 a year	Salary	Full-time	Silverdale
86	Special Education Paraprofessional	Per PSE CBA - Schem	Unspecified	Full-time	Othello
87	Special Education Teacher-Neah Bay Campus	Depends on Experience	Unspecified	Full-time	Sekiu
88	CL18941: Para/SS/2-1 for Student with Disability - K	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
90	Teacher, Special Education	\$56,438 - \$106,375 a year	Salary	Full-time	Arlington
91	Special Education Teacher - Schools	\$50 an hour	Hourly	Full-time	Tumwater
92	Special Education Teacher	\$1,200 - \$2,000 a week		Full-time+1	Spanaway
93	Special Education Resource Teacher – Spanaway (	Unspecified	Unspecified	Full-time	Spanaway
94	Teacher, Special Education Resource, Job 22-0168	Unspecified	Unspecified	Full-time	Mukilteo
95	Special Education Paraeducators - Lake Quinault S	\$17.63 - \$20.72 an hour	Hourly	Part-time	Amanda Park
96	Special Education Teacher	Unspecified	Unspecified	Full-time	Puyallup
97	Special Education Paraeducator - High School Tran	Unspecified	Unspecified	Part-time	Camas
98	Cosmopolis-Teacher- Special Education (2023-24 S	Unspecified	Unspecified	Full-time	Tumwater
100	Rochester-Educational Assistant-Special Education	Unspecified	Unspecified	Part-time	Tumwater

BDS

Para-educators

ID	Title	Salary	Wage Ty	Employme	City_BDS
101	HEARING & VISION PARAEDUCATOR @ SPECIA	Unspecified	SALARY:	HOURS PEI	Spokane
102	Special Education Teacher - High School Transition	Paid per teacher salary scl	Unspecifie		Redmond
103	Elementary - Special Education Resource Learning	\$2,000 a month		Full-time	Renton
104	Paraeducator, Special Education LINK - CV2212	Unspecified	Unspecifie	Part-time	Covington
105	Instructional Paraprofessional (SPED) @ Cottonwo	\$18.00 - \$23.42 an hour	Hourly	Full-time	Yakima
106	Special Education Teacher (SPED) - School Year 2	(\$35.50 - \$37.75 an hour	Hourly		Auburn
107	Special Education Teacher	\$35 - \$40 an hour	Hourly	Full-time	Auburn
108	Special Education Teacher job 23/24 school year in	Unspecified	Unspecifie	Contract	Kettle Falls
109	Special Education Teacher Birth to Three	\$30.55 - \$33.45 an hour	Hourly	Full-time+1	Centralia
110	Lowell Elementary, Developmental Pre-K/PCIS Spe	\$57,096 - \$132,149 a year	Salary	Full-time	Seattle
112	Paraeducator, Special Education Early Childhood E	Unspecified	Unspecifie	Part-time	Kent
113	High School Special Education Teacher	\$22 - \$23 an hour	Hourly	Full-time	Royal City
114	Paraeducator Elementary Special Education Lifeskil	\$17.48 - \$19.36 an hour	Hourly	Full-time	Warden
115	Substitute Para Educator/Special Education	\$13.50 an hour	Hourly		Rockford
116	2022-23 #1 HS Special Education Resource Teach	Unspecified	Unspecifie	Full-time	Benton City
117	Special Education Teacher (FT)	\$60,323 - \$97,904 a year	Salary	Full-time	Seattle
118	Teacher: Special Education - Elementary	Unspecified	Unspecifie	Full-time	Aberdeen
119	Special Education Teacher's Assistant	Unspecified	Unspecifie	Full-time	Auburn
120	Special Education Teacher	Unspecified	Unspecifie	Full-time	Centralia
121	1:1 Special Education Paraeducator	Unspecified	Unspecifie	Full-time	Bothell
122	Special Education Teacher- Elementary Resource	\$61,678 - \$121,326 a year	Salary	Full-time	Sultan
123	Special Education Job Coach	Up to \$20.72 an hour	Hourly	33.5 hours	Vancouver
124	Elementary Special Education Paraeducator	alary is based upon the	Unspecified		Bothell
126	HS Special Education Teacher (IAC Classroom) Lor	District salary schedule	Unspecifie		Washougal
127	Paraeducator - Special Education - Stevens Elemen	Unspecified	Unspecifie	6.5 hours pe	Aberdeen
128	CL19180: Para/SS/1-1 for Student with Disability/Te	\$16.75 - \$24.36 an hour	Hourly	Part-time	Kennewick
129	Special Education Teacher Assistant	From \$24 an hour	Hourly	Full-time+1	Tacoma
130	Special Education Teacher SY 23-24	\$61,002 - \$87,119 a year	Salary	Full-time	Renton
131	Substititute Special Education Bus Assistant	\$13.50 an hour	Hourly	Part-time	Rockford
132	Middle School Teacher - Special Education Emotion	\$2,000 a month	Salary	Full-time	Renton
133	CL18615: Para/SS/Autism Classroom - Washington	\$20.67 - \$24.36 an hour	Hourly	Part-time	Kennewick
134	Special Education Para (Mead Virtual Program) 6 hr	\$16.33 - \$19.86 an hour	Hourly	Full-time	Mead

Para-educators

ID	Title	Salary	Wage Ty	Employe	City_BDS
135	Pre-K Lead Teacher	From \$22.29 an hour	Hourly	Part-time	Ridgefield
136	School Special Education Teacher - Teacher for the	\$32 - \$37 an hour	Hourly	Full-time	Lacey
137	High School Special Education Teacher near Tacon	Unspecified	Unspecifie	Full-time	Tacoma
138	21st CCLC Teacher Assistant - Outlook Elementary	\$16 an hour	Hourly	Part-time	Toppenish
139	Elementary Special Education Paraeducator	Salary is based upon th	Unspecifie	Full-time	Bothell
140	19250 - Special Education Teacher (1.0 Con)	2022-23 Certificated S	Unspecifie	Full-time	Kennewick
141	Paraeducator 1 Special Education 1:1 GBE	Unspecified	Unspecifie	Part-time	Gold Bar
142	Elementary Special Education Teacher 2023-2024 (	Paid per teacher salary	Unspecifie		Redmond
144	Education Coordinator/Instructor at the Special Corr	\$76,676 a year	Salary	Full-time	McNeil Island
145	Special Education Teacher	\$46 - \$53 an hour	Hourly	Full-time	Federal Way
146	Franklin High School - Special Education IA - 1 on 1	\$42,161 - \$57,352 a year	Salary	Full-time	Seattle
147	ESD-U Instructor (Special Education)	\$1,800 - \$2,200 a month	Salary	Evenings as	Vancouver
148	PRESCHOOL SPECIAL EDUCATION TEACHER (C	Unspecified	Unspecifie	Full-time	Spokane
149	Education Support Professional Special Education F	Salary Level: PA4A01 \$	Salary	Part-time	Tacoma
151	Part-time Special Education Paraeducator, 4.75 hou	Unspecified	Unspecifie	Part-time	Vashon
152	Special Education Paraeducator	\$17.63 - \$18.94 an hour	Hourly	Part-time	Kalama
153	Special Education Teacher .5 FTE, 2023-2024	Unspecified	Unspecifie	Part-time	Vashon
154	Teacher Special Education LRC English Language ,	7.5Salary Level: Range	Unspecifie	Full-time	Meeker
155	Special Education Job Coach	\$17.63 - \$18.94 an hour	Hourly	Part-time	Longview

ID	Location	Region_BDS	URL
1	Tumwater, WA 98501	Southwest	https://www.indeed.c
2	Kent, WA 98030	Puget Sound	https://www.indeed.c
3	Enumclaw, WA 98022	Puget Sound	https://www.indeed.c
4	Remote in Everett, WA 98213	Puget Sound	https://www.indeed.c
5	Vancouver, WA 98661 (Bagley Downs area)	Southwest	https://www.indeed.c
6	Vancouver, WA 98661 (Bagley Downs area)	Southwest	https://www.indeed.c
7	Renton, WA	Puget Sound	https://www.indeed.c
8	Everett, WA 98213	Puget Sound	https://www.indeed.c
9	Olympia, WA 98501 (Downtown area)	Southwest	https://www.indeed.c
10	Eatonville, WA 98328	Puget Sound	https://www.indeed.c
11	Yakima, WA 98902	South Central	https://www.indeed.c
12	Ellensburg, WA 98926	South Central	https://www.indeed.c
13	Kent, WA	Puget Sound	https://www.indeed.c
14	Redmond, WA 98052 (Downtown area)	Puget Sound	https://www.indeed.c
15	Spanaway, WA	Puget Sound	https://www.indeed.c
16	Lakewood, WA 98499 (Park Lodge area)	Puget Sound	https://www.indeed.c
17	Brush Prairie, WA 98606	Southwest	https://www.indeed.c
19	Mattawa, WA 99349	North Central	https://www.indeed.c
20	Enumclaw, WA 98022	Puget Sound	https://www.indeed.c
21	Kennewick, WA 99336	South Central	https://www.indeed.c
22	Bellevue, WA 98005 (Wilburton area)	Puget Sound	https://www.indeed.c
23	Lakewood, WA 98499	Puget Sound	https://www.indeed.c
24	Mercer Island, WA 98040	Puget Sound	https://www.indeed.c
25	Spokane, WA 99201 (Riverside area)	Northeast	https://www.indeed.c
26	Seattle, WA	Puget Sound	https://www.indeed.c
27	Spokane, WA 99212	Northeast	https://www.indeed.c
28	Spokane, WA 99212	Northeast	https://www.indeed.c
29	Kalama, WA 98625	Southwest	https://www.indeed.c
30	Othello, WA 99344	Southeast	https://www.indeed.c
31	Federal Way, WA 98003 (West Campus area)	Puget Sound	https://www.indeed.c
32	Vancouver, WA 98668	Southwest	https://www.indeed.c
33	Vancouver, WA 98684 (Fircrest area)	Southwest	https://www.indeed.c

BDS

ID	Location	Region_BDS	URL
34	Amanda Park, WA 98526	Peninsula/Coastal	https://www.indeed.com
35	Warden, WA 98857	North Central	https://www.indeed.com
36	La Center, WA 98629	Southwest	https://www.indeed.com
37	Bellingham, WA 98226	Northwest	https://www.indeed.com
38	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.com
39	Mattawa, WA 99349	North Central	https://www.indeed.com
40	Pullman, WA 99163	Southeast	https://www.indeed.com
41	Tacoma, WA 98405 (New Tacoma area)	Puget Sound	https://www.indeed.com
42	Kennewick, WA 99336	South Central	https://www.indeed.com
43	Inchelium, WA 99138	Northeast	https://www.indeed.com
44	Renton, WA 98056 (Sunset area)	Puget Sound	https://www.indeed.com
45	Lacey, WA 98516	Southwest	https://www.indeed.com
46	Longview, WA 98632	Southwest	https://www.indeed.com
47	Puyallup, WA 98374	Puget Sound	https://www.indeed.com
48	Marysville, WA	Puget Sound	https://www.indeed.com
49	Anacortes, WA	Northwest	https://www.indeed.com
50	Seattle, WA 98102 (South Lake Union area)	Puget Sound	https://www.indeed.com
51	Spanaway, WA	Puget Sound	https://www.indeed.com
52	Renton, WA	Puget Sound	https://www.indeed.com
53	Federal Way, WA	Puget Sound	https://www.indeed.com
54	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.com
55	Spanaway, WA	Puget Sound	https://www.indeed.com
56	Bellevue, WA 98005 (Wilburton area)	Puget Sound	https://www.indeed.com
57	Kennewick, WA 99336	South Central	https://www.indeed.com
58	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.com
59	Tacoma, WA 98405 (New Tacoma area)	Puget Sound	https://www.indeed.com
60	Royal City, WA 99357	North Central	https://www.indeed.com
61	Longview, WA 98632 (Third Avenue area)	Southwest	https://www.indeed.com
62	Spanaway, WA	Puget Sound	https://www.indeed.com
63	Spanaway, WA	Puget Sound	https://www.indeed.com
64	Tacoma, WA	Puget Sound	https://www.indeed.com
65	Bellingham, WA 98226	Northwest	https://www.indeed.com

BDS

ID	Location	Region_BDS	URL
66	Spanaway, WA	Puget Sound	https://www.indeed.c
67	Mount Vernon, WA	Northwest	https://www.indeed.c
68	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.c
69	Dayton, WA 99328	Southeast	https://www.indeed.c
70	Vancouver, WA 98661	Southwest	https://www.indeed.c
71	Kennewick, WA 99336	South Central	https://www.indeed.c
72	Renton, WA 98056 (Sunset area)	Puget Sound	https://www.indeed.c
73	Vancouver, WA 98682	Southwest	https://www.indeed.c
74	Kennewick, WA 99336	South Central	https://www.indeed.c
75	Auburn, WA 98002	Puget Sound	https://www.indeed.c
76	Tumwater, WA 98512	Southwest	https://www.indeed.c
77	Mattawa, WA 99349	North Central	https://www.indeed.c
78	Yakima, WA 98902	South Central	https://www.indeed.c
79	Tumwater, WA 98512	Southwest	https://www.indeed.c
80	Naselle, WA 98638	Peninsula/Coastal	https://www.indeed.c
81	Aberdeen, WA 98520	Peninsula/Coastal	https://www.indeed.c
83	Rockford, WA 99030	Northeast	https://www.indeed.c
84	Lynnwood, WA 98036	Puget Sound	https://www.indeed.c
85	Silverdale, WA	Peninsula/Coastal	https://www.indeed.c
86	Othello, WA 99344	Southeast	https://www.indeed.c
87	Sekiu, WA 98381	Peninsula/Coastal	https://www.indeed.c
88	Kennewick, WA 99336	South Central	https://www.indeed.c
90	Arlington, WA 98223 (Smokey Point Manufacturing/Industrial Center area)	Puget Sound	https://www.indeed.c
91	Tumwater, WA 98501	Southwest	https://www.indeed.c
92	Spanaway, WA 98387	Puget Sound	https://www.indeed.c
93	Spanaway, WA 98387	Puget Sound	https://www.indeed.c
94	Mukilteo, WA 98275	Puget Sound	https://www.indeed.c
95	Amanda Park, WA 98526	Peninsula/Coastal	https://www.indeed.c
96	Puyallup, WA 98371	Puget Sound	https://www.indeed.c
97	Camas, WA 98607	Southwest	https://www.indeed.c
98	Tumwater, WA 98512	Southwest	https://www.indeed.c
100	Tumwater, WA 98512	Southwest	https://www.indeed.c

BDS

ID	Location	Region_BDS	URL
101	Spokane, WA 99201 (Riverside area)	Northeast	https://www.indeed.com
102	Redmond, WA 98052 (Downtown area)	Puget Sound	https://www.indeed.com
103	Renton, WA 98056 (Sunset area)	Puget Sound	https://www.indeed.com
104	Covington, WA 98042	Puget Sound	https://www.indeed.com
105	Yakima, WA	South Central	https://www.indeed.com
106	Auburn, WA	Puget Sound	https://www.indeed.com
107	Auburn, WA 98002	Puget Sound	https://www.indeed.com
108	Kettle Falls, WA 99141	Northeast	https://www.indeed.com
109	Centralia, WA 98531	Southwest	https://www.indeed.com
110	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.com
112	Kent, WA 98031	Puget Sound	https://www.indeed.com
113	Royal City, WA 99357	North Central	https://www.indeed.com
114	Warden, WA 98857	North Central	https://www.indeed.com
115	Rockford, WA 99030	Northeast	https://www.indeed.com
116	Benton City, WA 99320	South Central	https://www.indeed.com
117	Seattle, WA 98118 (Hillman City area)	Puget Sound	https://www.indeed.com
118	Aberdeen, WA 98520	Peninsula/Coastal	https://www.indeed.com
119	Auburn, WA 98002	Puget Sound	https://www.indeed.com
120	Centralia, WA	Southwest	https://www.indeed.com
121	Bothell, WA 98021	Puget Sound	https://www.indeed.com
122	Sultan, WA 98294	Puget Sound	https://www.indeed.com
123	Vancouver, WA 98661	Southwest	https://www.indeed.com
124	Bothell, WA 98021	Puget Sound	https://www.indeed.com
126	Washougal, WA 98671	Southwest	https://www.indeed.com
127	Aberdeen, WA 98520	Peninsula/Coastal	https://www.indeed.com
128	Kennewick, WA 99336	South Central	https://www.indeed.com
129	Tacoma, WA 98405 (Central area)	Puget Sound	https://www.indeed.com
130	Renton, WA 98058	Puget Sound	https://www.indeed.com
131	Rockford, WA 99030	Northeast	https://www.indeed.com
132	Renton, WA 98056 (Sunset area)	Puget Sound	https://www.indeed.com
133	Kennewick, WA 99336	South Central	https://www.indeed.com
134	Mead, WA 99021	Northeast	https://www.indeed.com

BDS

ID	Location	Region_BDS	URL
135	Ridgefield, WA 98642	Southwest	https://www.indeed.c
136	Lacey, WA 98509	Southwest	https://www.indeed.c
137	Tacoma, WA 98401 (Newtacoma area)	Puget Sound	https://www.indeed.c
138	Toppenish, WA 98948	South Central	https://www.indeed.c
139	Bothell, WA 98021	Puget Sound	https://www.indeed.c
140	Kennewick, WA 99336	South Central	https://www.indeed.c
141	Gold Bar, WA 98251	Puget Sound	https://www.indeed.c
142	Redmond, WA 98052 (Downtown area)	Puget Sound	https://www.indeed.c
144	McNeil Island, WA	unsure	https://www.indeed.c
145	Federal Way, WA 98003	Puget Sound	https://www.indeed.c
146	Seattle, WA 98106 (Riverview area)	Puget Sound	https://www.indeed.c
147	Vancouver, WA 98661 (Meadow Homes area)	Southwest	https://www.indeed.c
148	Spokane, WA 99201 (Riverside area)	Northeast	https://www.indeed.c
149	Tacoma, WA 98405 (Central area)	Puget Sound	https://www.indeed.c
151	Vashon, WA 98070	Puget Sound	https://www.indeed.c
152	Kalama, WA 98625	Southwest	https://www.indeed.c
153	Vashon, WA 98070	Puget Sound	https://www.indeed.c
154	Meeker, WA	Puget Sound	https://www.indeed.c
155	Longview, WA 98632 (Third Avenue area)	Southwest	https://www.indeed.c

Para-educators

ID	Company	CcOrg_Type_BDS	jobsnipp	jobsnippe	Date	Keywords_BDS
1	CareerStaff Unlimited	htt Private Sector	This is a f	Excellent c	PostedToday	special education paraprofessiona
2	Soliant	htt Private Sector	The quint Master's d		PostedPosted 1 day ago	special education paraprofessiona
3	Soliant	htt Private Sector	An active High schoc		PostedPosted 30+ days ago	special education paraprofessiona
4	Everett Public School	htt Public Sector	6.5 Hours Benefits Int		PostedPosted 30+ days ago	special education paraprofessiona
5	Vancouver Public Sch	htt Public Sector			PostedPosted 8 days ago	special education paraprofessiona
6	Vancouver Public Sch	htt Public Sector			PostedPosted 22 days ago	special education paraprofessiona
7	RENTON SCHOOL D	htt Public Sector	All of our New speci		PostedPosted 30+ days ago	special education paraprofessiona
8	Everett Public School	htt Public Sector	5 Hours/L Benefits Int		PostedPosted 14 days ago	special education paraprofessiona
9	State of Washington	htt Public Sector	Master's l		PostedPosted 10 days ago	special education paraprofessiona
10	Aya Healthcare	htt Public Sector	Work-life		PostedPosted 7 days ago	special education paraprofessiona
11	Yakima School Distric	htt Public Sector	Assist the Supervise		PostedPosted 10 days ago	special education paraprofessiona
12	Central Washington L	htt Public Sector	Resume i General ex		PostedPosted 24 days ago	special education paraprofessiona
13	Kent School District	htt Public Sector	Paraeduc The paraec		PostedPosted 7 days ago	special education paraprofessiona
14	Lake Washington Sch	htt Public Sector	Classroom Assists tea		PostedPosted 2 days ago	special education paraprofessiona
15	Bethel School District	htt Public Sector	Locates, l		PostedPosted 1 day ago	special education paraprofessiona
16	EdForce	htt Private Sector	Maintain c Hands-on r			special education paraprofessiona
17	HOCKINSON SCHO	htt Public Sector	For the pt Participate		PostedPosted 30+ days ago	special education paraprofessiona
19	Wahluke School Distr	htt Public Sector	Manage e Provide gr		PostedPosted 30+ days ago	special education paraprofessiona
20	Children's Therapy C	htt Private Sector	Collabora Provide gr		PostedPosted 5 days ago	special education paraprofessiona
21	Kennewick School Dis	htt Public Sector	This posit		PostedPosted 2 days ago	special education paraprofessiona
22	Bellevue School Distri	htt Public Sector	The positi		PostedPosted 30+ days ago	special education paraprofessiona
23	Public Consulting Gro	htt Private Sector	Maintain c Hands-on r		PostedPosted 24 days ago	special education paraprofessiona
24	Mercer Island School	Public Sector	Collabora		PostedPosted 8 days ago	special education paraprofessiona
25	Spokane Public Scho	htt Public Sector	Specific ti		PostedPosted 18 days ago	special education paraprofessiona
26	Highline Public Schoo	htt Public Sector	SUMMAF		PostedPosted 30+ days ago	special education paraprofessiona
27	West Valley School D	htt Public Sector	Prior exp START DA		PostedPosted 8 days ago	special education paraprofessiona
28	West Valley School D	htt Public Sector	Experienc Assist the t		PostedPosted 2 days ago	special education paraprofessiona
29	Educational Service C	Public Sector	The Spec		PostedPosted 30+ days ago	special education paraprofessiona
30	Othello School Distric	Public Sector	Collabora		PostedPosted 30+ days ago	special education paraprofessiona
31	Federal Way Public S	htt Public Sector	When trai Tutor indivi		PostedToday	special education paraprofessiona
32	Evergreen Public Sch	htt Public Sector	Supervise Understand		PostedPosted 8 days ago	special education paraprofessiona
33	Evergreen Public Sch	htt Public Sector	Deaf and REPORTS		PostedPosted 30+ days ago	special education paraprofessiona

Para-educators

ID	Company	CcOrg_Type_BDS	jobsnipp	jobsnippe	Date	Keywords_BDS
34	EDUCATIONAL S	Public Sector	The Spec		Posted 21 days ago	special education paraprofessiona
35	Warden School D	Public Sector	Be well v€	Participate	Posted 8 days ago	special education paraprofessiona
36	La Center School Dist	Public Sector	2:50 p.m. The work s		Posted 30+ days ago	special education paraprofessiona
37	Lummi Nation School	Public Sector	Communi	Regular Fu	Posted 30+ days ago	special education paraprofessiona
38	Seattle Public School	Public Sector	10% Esta		Posted 6 days ago	special education paraprofessiona
39	Wahluke School Distr	Public Sector	Manage €	Provide gr€	Posted 30+ days ago	special education paraprofessiona
40	Pullman School D	Public Sector	Possess €	Experience	Posted 21 days ago	special education paraprofessiona
41	Tacoma Public Schoc	Public Sector	Establish€		Posted 30+ days ago	special education paraprofessiona
42	Kennewick School Dis	Public Sector	The Midd		Posted Today	special education paraprofessiona
43	Inchelium School Dist	Public Sector	Special E		Posted 30+ days ago	special education paraprofessiona
44	Renton School Distric	Public Sector	Days Per Work Cale		Posted 10 days ago	special education paraprofessiona
45	North Thurston Public	Public Sector	Ability to t	Ability to d€	Posted Today	special education paraprofessiona
46	The Stepping Stones	Private Sector	Graduate Current lice		Posted 22 days ago	special education paraprofessiona
47	Accountable Healthca	Private Sector	Accounta		Posted 17 days ago	special education paraprofessiona
48	CareerStaff Unlimited	Private Sector	Full-time, Excellent c		Posted 13 days ago	special education paraprofessiona
49	GIFTED Healthcare	Private Sector	Full time | Great scho			special education paraprofessiona
50	Fusion Academy	Private Sector	A backgr€	The Specie€	Posted 30+ days ago	special education paraprofessiona
51	Supplemental Health	Private Sector	Special e	Resource (	Posted 2 days ago	special education paraprofessiona
52	GIFTED Healthcare	Private Sector	Full time | Great scho			special education paraprofessiona
53	SHG Temp Staffing	Private Sector	Compreh		Posted 5 days ago	special education paraprofessiona
54	Seattle Public School	Public Sector	10% Esta		Posted 30+ days ago	special education paraprofessiona
55	Bethel School District	Public Sector	This posit		Posted 30+ days ago	special education paraprofessiona
56	Bellevue School Distri	Public Sector	Possess €		Posted 30+ days ago	special education paraprofessiona
57	Kennewick School Dis	Public Sector	This posit		Posted 9 days ago	special education paraprofessiona
58	Seattle Public School	Public Sector	10% Esta		Posted 30+ days ago	special education paraprofessiona
59	Tacoma Public Schoc	Public Sector	Ability to \	Knowledge	Posted 2 days ago	special education paraprofessiona
60	Royal School Dist	Public Sector	Provides \	Assist the €	Posted 30+ days ago	special education paraprofessiona
61	Educational Service C	Public Sector	Assesses			special education paraprofessiona
62	Supplemental Health	Nonprofit - Secul	Master's €	Length of a	Posted 14 days ago	special education paraprofessiona
63	Cross Country Educat	Private Sector	Benefits €	Custom pa	Posted 30+ days ago	special education paraprofessiona
64	PediaStaff	Private Sector	We have		Posted 2 days ago	special education paraprofessiona
65	Lummi Nation School	Public Sector	Regular F	Under the €	Posted 30+ days ago	special education paraprofessiona

BDS

Para-educators

ID	Company	CcOrg_Type_BDS	jobsnipp	jobsnippe	Date	Keywords_BDS
66	Bethel School District	Public Sector	Collabora	Posted	Posted 1 day ago	special education paraprofessiona
67	Skagit Preschool and	Nonprofit - Secul	Needs to Keep busin	Employer	Active 3 days ago	special education paraprofessiona
68	Seattle Public Schools	Public Sector	Ten (10) l	Posted	Posted 30+ days ago	special education paraprofessiona
69	EDUCATIONAL SER'	Public Sector	The Spec	Posted	Posted 21 days ago	special education paraprofessiona
70	EDUCATIONAL SER'	Public Sector	Select te; Hold or be	Posted	Posted 30+ days ago	special education paraprofessiona
71	Kennewick School Dis	Public Sector	This posit This holds	Posted	Posted 30+ days ago	special education paraprofessiona
72	Renton School Distric	Public Sector	Days Per Work Cale	Posted	Posted 30+ days ago	special education paraprofessiona
73	Evergreen Public Sch	Public Sector	Attend va	Posted	Posted 2 days ago	special education paraprofessiona
74	Kennewick School Dis	Public Sector	Assist sp; This positic	Posted	Today	special education paraprofessiona
75	The Stepping Stones	Private Sector	College e HS Diplom	Employer	Active 7 days ago	special education paraprofessiona
76	WA HE LUT INDIAI	Private Sector	Have ear In accorda	Posted	Posted 30+ days ago	special education paraprofessiona
77	Wahluke School Distr	Public Sector	Aid stude Elementary	Posted	Posted 24 days ago	special education paraprofessiona
78	ESD 105 (educational	Public Sector	I authoriz	Posted	Posted 30+ days ago	special education paraprofessiona
79	Olympia School Distri	Public Sector	Educator	Posted	Posted 30+ days ago	special education paraprofessiona
80	Naselle School Distric	Public Sector	The Spec	Posted	Posted 30+ days ago	special education paraprofessiona
81	Aberdeen School Dist	Public Sector	Supervise	Posted	Posted 30+ days ago	special education paraprofessiona
83	Freeman School Distr	Public Sector	QUALIFIC	Posted	Posted 30+ days ago	special education paraprofessiona
84	Edmonds School Dist	Public Sector	They are	Posted	Posted 30+ days ago	special education paraprofessiona
85	Central Kitsap School	Public Sector	Experienc Establishes	Posted	Posted 20 days ago	special education paraprofessiona
86	Othello School Dis	Public Sector	AA degre	Posted	Posted 30+ days ago	special education paraprofessiona
87	Cape Flattery School	Public Sector	Knowledg Valid degre	Posted	Posted 30+ days ago	special education paraprofessiona
88	Kennewick School Dis	Public Sector	Recent e; This holds	Posted	Posted 30+ days ago	special education paraprofessiona
90	Northwest Educat	Public Sector	Bachelor; Special ed	Employer	Active 14 days ago	special education paraprofessiona
91	CareerStaff Unlimited	Private Sector	This is a f Excellent c	Posted	Today	special education paraprofessiona
92	Humanedge Allied He	Private Sector	HumanEc Washingto	Posted	Posted 30+ days ago	special education paraprofessiona
93	Humanus	Private Sector	Provide s	Posted	Posted 30+ days ago	special education paraprofessiona
94	Mukilteo School Distri	Public Sector	Collabora	Posted	Posted 30+ days ago	special education paraprofessiona
95	Educational Servic	Public Sector	The Spec	Posted	Posted 30+ days ago	special education paraprofessiona
96	Chief Leschi School	Public Sector	Provide te	Posted	Posted 30+ days ago	special education paraprofessiona
97	Evergreen Public Sch	Public Sector	Assist in ; (Up to 33%	Posted	Posted 30+ days ago	special education paraprofessiona
98	EdJobsNW	Private Sector	Maintain ; Instruct stu	Posted	Posted 2 days ago	special education paraprofessiona
100	EdJobsNW	Private Sector	Under su; Assist clas	Posted	Posted 30+ days ago	special education paraprofessiona

BDS

Para-educators

ID	Company	CcOrg_Type_BDS	jobsnipp	jobsnippe	Date	Keywords_BDS
101	Spokane Public S	Public Sector	Conduct		Posted 30+ days ago	special education paraprofessiona
102	Lake Washington Sch	Public Sector	Secondar	Paid per te	Posted 30+ days ago	special education paraprofessiona
103	Renton School Distric	Public Sector	Calendar	Salary Sch	Posted 30+ days ago	special education paraprofessiona
104	Kent School District	Public Sector	ASSIGNM	The paraec	Posted 30+ days ago	special education paraprofessiona
105	West Valley School D	Public Sector	The job o		Posted 30+ days ago	special education paraprofessiona
106	Cross Country Educat	Public Sector	Benefits	Custom pa	Posted 30+ days ago	special education paraprofessiona
107	TherapyTravelers	Private Sector	Full or Pa	Schedule:	Posted 1 day ago	special education paraprofessiona
108	GoSpindle	Public Sector	Custom b		Posted 27 days ago	special education paraprofessiona
109	Reliable Enterprises	Private Sector	Special e	The In-Tot	Posted 30+ days ago	special education paraprofessiona
110	Seattle Public Schools	Public Sector	10% Esta		Posted 9 days ago	special education paraprofessiona
112	Kent School District	Public Sector	For younc		Posted 30+ days ago	special education paraprofessiona
113	Royal School District	Public Sector	Salary: B	Valid Wash	Posted 30+ days ago	special education paraprofessiona
114	Warden School Distric	Public Sector	Perform c	Assist in te	Posted 30+ days ago	special education paraprofessiona
115	Freeman School Distr	Public Sector	Be famili	He/She hel	Posted 30+ days ago	special education paraprofessiona
116	Kiona-Benton City	Public Sector	Regularly	Help devel	Posted 30+ days ago	special education paraprofessiona
117	Rainier Valley Lea	Private Sector	Organizat	Job Status:	Posted 4 days ago	special education paraprofessiona
118	Aberdeen School Dist	Public Sector	Prior succ	Work coop	Posted 30+ days ago	special education paraprofessiona
119	The Stepping Stones	Private Sector	College e	HS Diplom	EmployerActive 3 days ago	special education paraprofessiona
120	Centralia City Sch	Public Sector			Posted 30+ days ago	special education paraprofessiona
121	Northshore Schoc	Public Sector	An emplo		Posted 30+ days ago	special education paraprofessiona
122	Sultan School Distri	Public Sector	Successfi	Experience	Posted 30+ days ago	special education paraprofessiona
123	EDUCATIONAL S	Public Sector	The Spec		Posted 30+ days ago	special education paraprofessiona
124	Northshore School Di	Public Sector	An emplo		Posted 30+ days ago	special education paraprofessiona
126	WASHOUGAL SC	Public Sector	Coordinal	Work effec	Posted 30+ days ago	special education paraprofessiona
127	Aberdeen School Dist	Public Sector	Supervise		Posted 30+ days ago	special education paraprofessiona
128	Kennewick School Dis	Public Sector	Recent e	This holds	Posted 30+ days ago	special education paraprofessiona
129	Carpe Diem Academy	Private Sector	Experienc	Implement	Posted 30+ days ago	special education paraprofessiona
130	Impact Public Schools	Public Sector	IPS speci	IPS special	Posted 6 days ago	special education paraprofessiona
131	Freeman School Distr	Public Sector	QUALIFIC		Posted 30+ days ago	special education paraprofessiona
132	Renton School Distric	Public Sector	Calendar	Salary Sch	Posted 17 days ago	special education paraprofessiona
133	Kennewick School Dis	Public Sector	This posit	This holds	Posted 30+ days ago	special education paraprofessiona
134	Mead School District	Public Sector	The job o	Assist teac	Posted 30+ days ago	special education paraprofessiona

Para-educators

ID	Company	CcOrg_Type_BDS	jobsnipp	jobsnippe	Date	Keywords_BDS	
135	Ridgefield School	Public Sector	191 days	Ability to pr	Posted	Posted 9 days ago	special education paraprofessiona
136	HealthPro Heritage	Private Sector	Participat		Posted	Posted 30+ days ago	special education paraprofessiona
137	Sunbelt Staffing	Private Sector	Case ma	This is a fu	Posted	Posted 30+ days ago	special education paraprofessiona
138	Northwest Community	Unsure	Assists in	Assist in pr	Posted	Posted 30+ days ago	special education paraprofessiona
139	Northshore Schoc	Public Sector	An emplo		Posted	Posted 30+ days ago	special education paraprofessiona
140	Kennewick School Dis	Public Sector	Demonstr	Develop ar	Posted	Posted 30 days ago	special education paraprofessiona
141	Sultan School District	Public Sector	Work in s		Posted	Posted 30+ days ago	special education paraprofessiona
142	Lake Washington Sch	Public Sector	Teachers		Posted	Posted 30+ days ago	special education paraprofessiona
144	Pierce College	Public Sector	Reporting		Posted	Posted 30+ days ago	special education paraprofessiona
145	Bond Health	Unsure	A Resour		Posted	Posted 6 days ago	special education paraprofessiona
146	Seattle Public School	Public Sector	Confers v		Posted	Posted 30+ days ago	special education paraprofessiona
147	Educational Service C	Public Sector	About ES		Posted	Posted 30 days ago	special education paraprofessiona
148	Spokane Public Scho	Public Sector	Specific ti		Posted	Posted 17 days ago	special education paraprofessiona
149	Tacoma Public Schoc	Public Sector	Ability to	Knowledge	Posted	Posted 2 days ago	special education paraprofessiona
151	Vashon Island School	Public Sector	Training c	Pay level is	Posted	Posted 7 days ago	special education paraprofessiona
152	Educational Service C	Public Sector	The Spec		Posted	Posted 30+ days ago	special education paraprofessiona
153	Vashon Island School	Public Sector	Provide c	Posted sal	Posted	Posted 7 days ago	special education paraprofessiona
154	Tacoma Public Schoc	Public Sector	Establish		Posted	Posted 30+ days ago	special education paraprofessiona
155	Educational Service C	Public Sector	The Spec		Posted	Posted 30+ days ago	special education paraprofessiona

Para-educators

ID	Keywords	Current_time	Medical	Dental	Vision	Retirement
1	Special Education Paraprof	2023-02-24 10:22:45.783	Yes	Yes	Yes	Yes
2	Special Education Paraprof	2023-02-24 10:22:46.043	Yes	Yes	Yes	Yes
3	Special Education Paraprof	2023-02-24 10:22:46.168	Unspecified	Unspecified	Unspecified	Unspecified
4	Special Education Paraprof	2023-02-24 10:22:46.256	Unspecified	Unspecified	Unspecified	Unspecified
5	Special Education Paraprof	2023-02-24 10:22:46.358	Unspecified	Unspecified	Unspecified	Unspecified
6	Special Education Paraprof	2023-02-24 10:22:46.436	Yes	Yes	Yes	Yes
7	Special Education Paraprof	2023-02-24 10:22:46.467	Yes	Yes	Yes	Unspecified
8	Special Education Paraprof	2023-02-24 10:22:46.511	Unspecified	Unspecified	Unspecified	Unspecified
9	Special Education Paraprof	2023-02-24 10:22:46.574	Yes	Yes	Yes	Yes
10	Special Education Paraprof	2023-02-24 10:22:46.617	Yes	Yes	Yes	Yes
11	Special Education Paraprof	2023-02-24 10:22:46.661	Yes	Yes	Yes	Yes
12	Special Education Paraprof	2023-02-24 10:22:46.771	Yes	Yes	Unspecified	Unspecified
13	Special Education Paraprof	2023-02-24 10:22:46.825	Unspecified	Unspecified	Unspecified	Unspecified
14	Special Education Paraprof	2023-02-24 10:22:46.882	Unspecified	Unspecified	Unspecified	Unspecified
15	Special Education Paraprof	2023-02-24 10:22:46.937	Unspecified	Unspecified	Unspecified	Unspecified
16	Special Education Paraprof	2023-02-24 10:22:57.409	Yes	Yes	Yes	Unspecified
17	Special Education Paraprof	2023-02-24 10:22:57.457	Unspecified	Unspecified	Unspecified	Unspecified
19	Special Education Paraprof	2023-02-24 10:22:57.587	Unspecified	Unspecified	Unspecified	Unspecified
20	Special Education Paraprof	2023-02-24 10:22:57.653	Yes	Yes	Yes	Yes
21	Special Education Paraprof	2023-02-24 10:22:57.766	Unspecified	Unspecified	Unspecified	Unspecified
22	Special Education Paraprof	2023-02-24 10:22:57.866	Yes	Yes	Yes	Unspecified
23	Special Education Paraprof	2023-02-24 10:22:57.898	Unspecified	Unspecified	Unspecified	Unspecified
24	Special Education Paraprof	2023-02-24 10:22:57.992	Unspecified	Unspecified	Unspecified	Unspecified
25	Special Education Paraprof	2023-02-24 10:22:58.034	Yes	Yes	Yes	Yes
26	Special Education Paraprof	2023-02-24 10:22:58.081	Unspecified	Unspecified	Unspecified	Unspecified
27	Special Education Paraprof	2023-02-24 10:22:59.272	Unspecified	Yes	Unspecified	Unspecified
28	Special Education Paraprof	2023-02-24 10:22:59.321	Yes	Yes	Unspecified	Unspecified
29	Special Education Paraprof	2023-02-24 10:22:59.362	Yes	Yes	Yes	Unspecified
30	Special Education Paraprof	2023-02-24 10:22:59.409	Yes	Yes	Unspecified	Yes
31	Special Education Paraprof	2023-02-24 10:23:09.328	Yes	Yes	Yes	Unspecified
32	Special Education Paraprof	2023-02-24 10:23:09.412	Yes	Yes	Yes	Yes
33	Special Education Paraprof	2023-02-24 10:23:09.460	Yes	Yes	Yes	Yes

Para-educators

ID	Keywords	Current_time	Medical	Dental	Vision	Retirement
34	Special Education Paraprof	2023-02-24 10:23:09.523	Unspecified	Unspecified	Unspecified	Unspecified
35	Special Education Paraprof	2023-02-24 10:23:09.570	Unspecified	Unspecified	Unspecified	Unspecified
36	Special Education Paraprof	2023-02-24 10:23:09.610	Yes	Yes	Yes	Unspecified
37	Special Education Paraprof	2023-02-24 10:23:09.660	Unspecified	Unspecified	Unspecified	Unspecified
38	Special Education Paraprof	2023-02-24 10:23:09.726	Unspecified	Unspecified	Unspecified	Unspecified
39	Special Education Paraprof	2023-02-24 10:23:09.775	Unspecified	Unspecified	Unspecified	Unspecified
40	Special Education Paraprof	2023-02-24 10:23:09.825	Yes	Yes	Yes	Yes
41	Special Education Paraprof	2023-02-24 10:23:09.889	Unspecified	Unspecified	Unspecified	Unspecified
42	Special Education Paraprof	2023-02-24 10:23:09.923	Unspecified	Unspecified	Unspecified	Unspecified
43	Special Education Paraprof	2023-02-24 10:23:09.946	Yes	Yes	Yes	Yes
44	Special Education Paraprof	2023-02-24 10:23:09.990	Unspecified	Unspecified	Unspecified	Unspecified
45	Special Education Paraprof	2023-02-24 10:23:10.019	Unspecified	Unspecified	Unspecified	Unspecified
46	Special Education Paraprof	2023-02-24 10:23:19.468	Yes	Unspecified	Unspecified	Yes
47	Special Education Paraprof	2023-02-24 10:23:19.502	Yes	Yes	Yes	Yes
48	Special Education Paraprof	2023-02-24 10:23:19.535	Yes	Yes	Yes	Yes
49	Special Education Paraprof	2023-02-24 10:23:19.568	Yes	Yes	Yes	Yes
50	Special Education Paraprof	2023-02-24 10:23:19.606	Unspecified	Unspecified	Unspecified	Unspecified
51	Special Education Paraprof	2023-02-24 10:23:19.651	Yes	Yes	Yes	Unspecified
52	Special Education Paraprof	2023-02-24 10:23:19.697	Yes	Yes	Yes	Unspecified
53	Special Education Paraprof	2023-02-24 10:23:19.736	Unspecified	Unspecified	Unspecified	Unspecified
54	Special Education Paraprof	2023-02-24 10:23:19.781	Unspecified	Unspecified	Unspecified	Unspecified
55	Special Education Paraprof	2023-02-24 10:23:19.827	Unspecified	Unspecified	Unspecified	Yes
56	Special Education Paraprof	2023-02-24 10:23:19.874	Yes	Yes	Yes	Unspecified
57	Special Education Paraprof	2023-02-24 10:23:19.920	Unspecified	Unspecified	Unspecified	Unspecified
58	Special Education Paraprof	2023-02-24 10:23:19.956	Unspecified	Unspecified	Unspecified	Unspecified
59	Special Education Paraprof	2023-02-24 10:23:19.998	Yes	Unspecified	Unspecified	Unspecified
60	Special Education Paraprof	2023-02-24 10:23:20.081	Unspecified	Unspecified	Unspecified	Unspecified
61	Special Education Paraprof	2023-02-24 10:23:30.342	Yes	Yes	Yes	Yes
62	Special Education Paraprof	2023-02-24 10:23:30.382	Unspecified	Unspecified	Unspecified	Unspecified
63	Special Education Paraprof	2023-02-24 10:23:30.406	Yes	Yes	Yes	Yes
64	Special Education Paraprof	2023-02-24 10:23:30.431	Yes	Unspecified	Unspecified	Yes
65	Special Education Paraprof	2023-02-24 10:23:30.482	Unspecified	Unspecified	Unspecified	Unspecified

Para-educators

ID	Keywords	Current_time	Medical	Dental	Vision	Retirement
66	Special Education Paraprof	2023-02-24 10:23:30.524	Unspecified	Unspecified	Unspecified	Yes
67	Special Education Paraprof	2023-02-24 10:23:30.564	Yes	Yes	Yes	Yes
68	Special Education Paraprof	2023-02-24 10:23:30.597	Unspecified	Unspecified	Unspecified	Unspecified
69	Special Education Paraprof	2023-02-24 10:23:30.621	Unspecified	Unspecified	Unspecified	Unspecified
70	Special Education Paraprof	2023-02-24 10:23:30.650	Unspecified	Unspecified	Unspecified	Unspecified
71	Special Education Paraprof	2023-02-24 10:23:30.677	Unspecified	Unspecified	Unspecified	Unspecified
72	Special Education Paraprof	2023-02-24 10:23:30.707	Unspecified	Unspecified	Unspecified	Unspecified
73	Special Education Paraprof	2023-02-24 10:23:30.738	Yes	Yes	Yes	Yes
74	Special Education Paraprof	2023-02-24 10:23:30.779	Unspecified	Unspecified	Unspecified	Unspecified
75	Special Education Paraprof	2023-02-24 10:23:30.828	Yes	Yes	Yes	Yes
76	Special Education Paraprof	2023-02-24 10:23:40.227	Unspecified	Unspecified	Unspecified	Unspecified
77	Special Education Paraprof	2023-02-24 10:23:40.277	Unspecified	Unspecified	Unspecified	Unspecified
78	Special Education Paraprof	2023-02-24 10:23:40.313	Yes	Yes	Yes	Unspecified
79	Special Education Paraprof	2023-02-24 10:23:40.350	Unspecified	Unspecified	Unspecified	Unspecified
80	Special Education Paraprof	2023-02-24 10:23:40.387	Unspecified	Unspecified	Unspecified	Unspecified
81	Special Education Paraprof	2023-02-24 10:23:40.429	Unspecified	Unspecified	Unspecified	Unspecified
83	Special Education Paraprof	2023-02-24 10:23:40.494	Unspecified	Unspecified	Unspecified	Unspecified
84	Special Education Paraprof	2023-02-24 10:23:40.516	Yes	Unspecified	Unspecified	Unspecified
85	Special Education Paraprof	2023-02-24 10:23:40.549	Yes	Yes	Yes	Yes
86	Special Education Paraprof	2023-02-24 10:23:40.589	Unspecified	Unspecified	Unspecified	Unspecified
87	Special Education Paraprof	2023-02-24 10:23:40.618	Unspecified	Unspecified	Unspecified	Unspecified
88	Special Education Paraprof	2023-02-24 10:23:40.644	Unspecified	Unspecified	Unspecified	Unspecified
90	Special Education Paraprof	2023-02-24 10:23:40.700	Yes	Yes	Yes	Yes
91	Special Education Paraprof	2023-02-24 10:23:50.409	Yes	Yes	Yes	Yes
92	Special Education Paraprof	2023-02-24 10:23:50.459	Unspecified	Unspecified	Unspecified	Unspecified
93	Special Education Paraprof	2023-02-24 10:23:50.490	Unspecified	Unspecified	Unspecified	Unspecified
94	Special Education Paraprof	2023-02-24 10:23:50.524	Unspecified	Unspecified	Unspecified	Unspecified
95	Special Education Paraprof	2023-02-24 10:23:50.567	Unspecified	Unspecified	Unspecified	Unspecified
96	Special Education Paraprof	2023-02-24 10:23:50.613	Unspecified	Unspecified	Unspecified	Unspecified
97	Special Education Paraprof	2023-02-24 10:23:50.660	Unspecified	Unspecified	Unspecified	Unspecified
98	Special Education Paraprof	2023-02-24 10:23:50.699	Unspecified	Unspecified	Unspecified	Unspecified
100	Special Education Paraprof	2023-02-24 10:23:50.798	Unspecified	Unspecified	Unspecified	Unspecified

Para-educators

ID	Keywords	Current_time	Medical	Dental	Vision	Retirement
101	Special Education Paraprof	2023-02-24 10:23:50.857	Unspecified	Unspecified	Unspecified	Unspecified
102	Special Education Paraprof	2023-02-24 10:23:50.895	Unspecified	Unspecified	Unspecified	Unspecified
103	Special Education Paraprof	2023-02-24 10:23:50.930	Unspecified	Unspecified	Unspecified	Unspecified
104	Special Education Paraprof	2023-02-24 10:23:50.957	Unspecified	Unspecified	Unspecified	Unspecified
105	Special Education Paraprof	2023-02-24 10:23:50.992	Yes	Yes	Yes	Unspecified
106	Special Education Paraprof	2023-02-24 10:24:00.759	Yes	Yes	Yes	Yes
107	Special Education Paraprof	2023-02-24 10:24:00.810	Yes	Yes	Yes	Yes
108	Special Education Paraprof	2023-02-24 10:24:00.844	Yes	Unspecified	Unspecified	Unspecified
109	Special Education Paraprof	2023-02-24 10:24:00.872	Yes	Yes	Yes	Yes
110	Special Education Paraprof	2023-02-24 10:24:00.897	Unspecified	Unspecified	Unspecified	Unspecified
112	Special Education Paraprof	2023-02-24 10:24:00.953	Unspecified	Unspecified	Unspecified	Unspecified
113	Special Education Paraprof	2023-02-24 10:24:01.013	Unspecified	Unspecified	Unspecified	Unspecified
114	Special Education Paraprof	2023-02-24 10:24:01.052				
115	Special Education Paraprof	2023-02-24 10:24:01.094	Unspecified	Unspecified	Unspecified	Unspecified
116	Special Education Paraprof	2023-02-24 10:24:01.129	Unspecified	Unspecified	Unspecified	Unspecified
117	Special Education Paraprof	2023-02-24 10:24:01.162	Unspecified	Unspecified	Unspecified	Unspecified
118	Special Education Paraprof	2023-02-24 10:24:01.214	Yes	Yes	Unspecified	Unspecified
119	Special Education Paraprof	2023-02-24 10:24:01.253	Yes	Yes	Yes	Yes
120	Special Education Paraprof	2023-02-24 10:24:01.298	Unspecified	Unspecified	Unspecified	Unspecified
121	Special Education Paraprof	2023-02-24 10:24:11.210	Yes	Yes	Yes	Unspecified
122	Special Education Paraprof	2023-02-24 10:24:11.253	Unspecified	Unspecified	Unspecified	Unspecified
123	Special Education Paraprof	2023-02-24 10:24:11.270	Unspecified	Unspecified	Unspecified	Unspecified
124	Special Education Paraprof	2023-02-24 10:24:11.290	Yes	Yes	Yes	Unspecified
126	Special Education Paraprof	2023-02-24 10:24:11.344	Unspecified	Unspecified	Unspecified	Unspecified
127	Special Education Paraprof	2023-02-24 10:24:11.365	Unspecified	Unspecified	Unspecified	Unspecified
128	Special Education Paraprof	2023-02-24 10:24:11.394				
129	Special Education Paraprof	2023-02-24 10:24:11.424	Yes	Yes	Yes	Unspecified
130	Special Education Paraprof	2023-02-24 10:24:11.452	Yes	Yes	Yes	Unspecified
131	Special Education Paraprof	2023-02-24 10:24:11.482	Unspecified	Unspecified	Unspecified	Unspecified
132	Special Education Paraprof	2023-02-24 10:24:11.514	Unspecified	Unspecified	Unspecified	Unspecified
133	Special Education Paraprof	2023-02-24 10:24:11.560	Unspecified	Unspecified	Unspecified	Unspecified
134	Special Education Paraprof	2023-02-24 10:24:11.606	Unspecified	Unspecified	Unspecified	Unspecified

Para-educators

ID	Keywords	Current_time	Medical	Dental	Vision	Retirement
135	Special Education Paraprof	2023-02-24 10:24:11.644	Yes	Yes	Yes	Yes
136	Special Education Paraprof	2023-02-24 10:24:21.401	Yes	Yes	Yes	Yes
137	Special Education Paraprof	2023-02-24 10:24:21.459	Unspecified	Unspecified	Unspecified	Unspecified
138	Special Education Paraprof	2023-02-24 10:24:21.504	Unspecified	Yes	Unspecified	Unspecified
139	Special Education Paraprof	2023-02-24 10:24:21.542	Yes	Yes	Yes	Unspecified
140	Special Education Paraprof	2023-02-24 10:24:21.581	Unspecified	Unspecified	Unspecified	Unspecified
141	Special Education Paraprof	2023-02-24 10:24:21.625	Unspecified	Unspecified	Unspecified	Unspecified
142	Special Education Paraprof	2023-02-24 10:24:21.714	Unspecified	Unspecified	Unspecified	Unspecified
144	Special Education Paraprof	2023-02-24 10:24:21.758	Yes	Yes	Yes	Yes
145	Special Education Paraprof	2023-02-24 10:24:21.778	Unspecified	Unspecified	Unspecified	Unspecified
146	Special Education Paraprof	2023-02-24 10:24:21.799	Unspecified	Unspecified	Unspecified	Unspecified
147	Special Education Paraprof	2023-02-24 10:24:21.822	Unspecified	Unspecified	Unspecified	Unspecified
148	Special Education Paraprof	2023-02-24 10:24:21.857	Yes	Yes	Yes	Yes
149	Special Education Paraprof	2023-02-24 10:24:21.883	Yes	Unspecified	Unspecified	Unspecified
151	Special Education Paraprof	2023-02-24 10:24:31.287	Unspecified	Unspecified	Unspecified	Unspecified
152	Special Education Paraprof	2023-02-24 10:24:31.327	Unspecified	Unspecified	Unspecified	Unspecified
153	Special Education Paraprof	2023-02-24 10:24:31.358	Unspecified	Unspecified	Unspecified	Unspecified
154	Special Education Paraprof	2023-02-24 10:24:31.389	Yes	Unspecified	Unspecified	Unspecified
155	Special Education Paraprof	2023-02-24 10:24:31.431	Unspecified	Unspecified	Unspecified	Unspecified

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124	Washington state health insurance coverage (SEBB) and a Washington state retirement package, for eligible positions. Generally, you are eli
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132	Additional Compensation\$2,000 lump sum commitment bonus for all new full-time Special Education Teachers**\$5,528 stipend paid to all Special Education
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gible for SEBB benefits if you are anticipated to work at least 630 hours per school year (September 1 through August 31). The \$

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PLANNING & URBAN DESIGN

WORKFORCE SURVEY QUESTIONS

Purpose

This project is concerned with the OVERALL drivers of workforce turnover, retention, and pay equity among frontline workers in Homeless Service Provider jobs. While some questions that may be relevant to this premise have already been addressed in the Trauma Study, we will need to look much broader than just the issue of workplace trauma, morale, emotional and mental health supports, etc. for this survey. The questions in this study are designed to support a broad examination of retention and turnover, as well as support an in-depth pay equity study that will be supplemented with additional external data.

Survey Monkey Outline & Questions

Page 1 – Background

The Washington State Department of Commerce is conducting a study on the overall drivers of workforce turnover, retention, and pay equity among frontline workers in Homeless Service Provider (HSP) Jobs. The study is meant to inform a series of policy recommendations aimed at understanding the challenges that this workforce has faced throughout the COVID pandemic, and the supports that homeless services workers need.

This survey will be open until March 20, 2023 and the first 1,000 respondents are eligible to receive a \$10 gift card.

DISCLAIMER: Your information will be kept anonymous and will not be associated with your name or contact information. All raw data collected by this survey will be maintained by the authors of this survey, BDS Planning, a third-party consulting firm.

Only the anonymized survey analysis will be shared.

If you have questions about this survey or the study, please contact Natalia Koss Vallejo (natalia@bdsplanning.com)

Page 2 - Background/Demographics

- 1. Name**
- 2. Email**
- 3. What is your age?**
 - a. Under 18
 - b. 18 – 25
 - c. 26 – 35
 - d. 36 – 45
 - e. 46 – 55
 - f. Over 55
 - g. Prefer not to answer
- 4. How do you identify racially and/or ethnically? (please select all that apply)**
 - a. American Indian/Alaska Native
 - b. Asian (e.g. Chinese, Filipino, Vietnamese, Korean, Japanese, Asian Indian etc.)
 - c. Native Hawaiian or other Pacific Islander (e.g. Samoan, Chamorro, Tongan, Fijian, etc.)
 - d. Black/African American
 - e. White
 - f. Middle Eastern / North African (e.g. Algerian, Egyptian, Lebanese, Iranian, Arab, Israeli etc.)
 - g. Hispanic / Latinx
 - h. Other (please specify)
 - i. Prefer not to answer
- 5. Which of these options best describes your gender? (please select all that apply)**
 - a. Man
 - b. Woman
 - c. Transgender
 - d. Nonbinary
 - e. Two-Spirit
 - f. Other, please describe
 - g. Prefer not to answer
- 6. Which of these options best describes your sexuality?**
 - a. Gay; Lesbian; bisexual; asexual; queer; etc.
 - b. Straight/Heterosexual
 - c. Other
 - d. Prefer not to answer
- 7. Do you identify as a person with a disability or with access needs?**
 - a. Yes
 - b. No
 - c. Unsure
 - d. Prefer not to answer

- 8. Please indicate your highest completed level of formal education**
 - a. Some secondary school
 - b. Finished high school or GED
 - c. Associates Degree
 - d. Bachelors degree
 - e. Graduate degree
 - f. Trade
 - g. Apprenticeship or certificate program
 - h. None/other

- 9. Please state which City or County your work primarily takes place? (Please only name one city or county per line)**
 - a. Multiple short answer

- 10. How many years of experience do you have working in the homeless services field?**
 - a. 6 months or less
 - b. 7 months – 2 years
 - c. 2 years – 4 years
 - d. 5+ years
 - e. 10+ years

- 11. How many years have you worked at your current job placement?**
 - a. 6 months or less
 - b. 7 months – 2 years
 - c. 2 years – 4 years
 - d. 5+ years
 - e. 10+ years

- 12. Are you currently employed in the homeless services sector, or were you formerly employed in the homeless services sector?**
 - a. I currently work in the homeless services sector
 - b. I used to work in the homeless services sector

- 13. What type of organization do you currently work for? (please check all that apply)**
 - a. Private Sector Business
 - b. Small Non-Profit, non medical (1-10 employees)
 - c. Medium Non-Profit, non-medical (11-49 employees)
 - d. Large Non-Profit, non-medical (50 or more employees)
 - e. Non-Profit (religious)
 - f. Public Sector – Housing Authority
 - g. Public Sector – State Agency
 - h. Municipal/City Government
 - i. County Government
 - j. Medical Service Provider or Community Health Clinic (nonprofit or otherwise)
 - k. Independent Contractor/Self Employed
 - l. Volunteer/Mutual Aid

m. Other (please describe)

14. What is your current job title?

a. open ended short answer

15. Please briefly describe your job

a. Short answer

Page 3 – Pay Equity

- 1. On average, how many hours do you work per week?**
 - a. Less than 20 hours
 - b. 20 – 25 hours
 - c. 26 – 30 hours
 - d. 31 – 35 hours
 - e. 36 – 40 hours
 - f. More than 40 hours

- 2. Are you paid hourly, salaried, or other?**
 - a. Hourly
 - b. Salaried
 - c. Other (please specify)

- 3. Is your job unionized?**
 - a. Yes, union
 - b. No, non-unionized
 - c. N/A

- 4. If you are paid hourly, what is your hourly rate?**
 - a. Short answer

- 5. If you are paid by salary, what is your annual base income? (Please only enter the number value e.g. 54000)**
 - a. Short answer

- 6. Does your organization/job provide you with any benefits or incentives beyond your base pay? (please select all that apply)**
 - a. No
 - b. Paid leave or time off
 - c. Hazard Pay (e.g. during COVID)
 - d. Bonuses (e.g. holiday; job anniversary)
 - e. Performance-based incentives (e.g. evaluations; productivity; job goals)
 - f. Physical health, dental, or vision care (e.g., health insurance)
 - g. Mental health support (e.g., therapy etc.)
 - h. Childcare
 - i. Retirement benefits
 - j. Transportation reimbursements or stipends
 - k. Tuition reimbursement (including four courses or certifications)
 - l. Enrollment or payment for professional development opportunities, professional associations, networking and skill-building events, etc.
 - m. Unsure
 - n. Other (please specify)

- 7. Considering the options you identified in question 5 above, how would you compare the level of the benefits offered by your organization?**

- a. The level of benefits that are offered in my organization are often above what is offered in other jobs or comparable sectors
 - b. The level of benefits that are offered in my organization, are typical for what is offered in other jobs or comparable sectors
 - c. The level of benefits that are offered in my organization are below what is offered in other jobs or comparable sectors
 - d. Unsure
 - e. My organization does not offer benefits
- 8. In your experience, do jobs within the homeless services sector offer regular Cost of Living Adjustments (COLAs)?**
- a. Yes
 - b. No
 - c. Unsure
- 9. In your experience, do jobs within the homeless services sector offer regular raises (not including Cost of Living Adjustment (COLA))**
- a. Yes, meaningful raises are offered regularly and are communicated in advance or are even on a predictable schedule
 - b. Yes, I have received raises, but they are very small amounts or happen rarely/unpredictably
 - c. No, I only receive raises when promoted, but do not usually receive raises within a role for good performance, loyalty, or experience over time
 - d. No, the possibility of a raise has been used as an incentive, but I have never actually received a raise
 - e. No, I have only ever received COLA increases, but no raises
 - f. No, increases in pay are never talked about or offered in my experience
 - g. Other (please specify)
- 10. If you have received a raise (not including Cost of Living Adjustment or COLA) during your time in the homeless services sector, what is the typical wage/salary % increase:**
- a. 1% - 2%
 - b. 3% - 4%
 - c. 5%+
 - d. Unsure
 - e. Other
 - f. I have not received a raise
- 11. How would you define fair compensation in the homeless services sector?**
- a. Open ended
- 12. What are your primary motivations for earning more compensation as a homeless service provider? (please select all that apply)**
- a. I want to continue working in the field for a long time
 - b. I want to keep up with costs of living for basic needs (e.g. food & housing)
 - c. I am saving for the long term (e.g. retirement)
 - d. I am saving to make a major purchase (down payment etc.)

- e. I want to advance in my career (e.g. attain more skills or credentials)
- f. I want to be able to support friends/family financially
- g. I want to afford my non-essential lifestyle costs
- h. I do not need or desire to earn more compensation
- i. Other

Page 4 – Sector Retention & Turnover

1. **How much longer do you anticipate continuing to work in the homeless services sector (whether at your current placement or elsewhere)?**
 - a. 6 months or less
 - b. 6 months – 1 year
 - c. 1 – 3 years
 - d. 3 – 5 years
 - e. 5 years +
 - f. Indefinitely, I do not intend to ever leave working in the homeless services sector
 - g. Unsure

2. **Are you currently considering leaving your job for another job within the homeless services sector?**
 - a. Yes
 - b. No
 - c. Unsure

3. **If you answered “yes” to the question above, please briefly describe what are you primarily looking for in your next job/workplace?”**
 - a. Short answer

4. **What factors of contributed to a time when you have felt the most satisfied staying in a job? Check all that apply.**
 - a. Good pay
 - b. Good benefits
 - c. Time off or strong “work/life” balance
 - d. Supportive coworkers and management (good communication, feedback, healthy environment)
 - e. Sense of fulfillment
 - f. Job offered tuition reimbursement, student loan support, childcare, or other incentive other than base pay or healthcare
 - g. Convenient location
 - h. Job training and/or professional development
 - i. Flexibility around my unique needs ex: caring for a child or family member, disability or medical accommodations, scheduling freedom, etc.
 - j. Other (short answer)

5. **If you have ever quit a job in the homeless services sector, what were your reasons for quitting? (Please check all that apply)**
 - a. Unsatisfactory pay
 - b. Unsatisfactory benefits
 - c. Lack of respect or experiencing workplace harassment from other staff or management
 - d. Unreasonable or unpredictable hours or schedule
 - e. Experiencing harassment or feeling unsafe from clients
 - f. Low morale, high stress, emotional overwhelm or other mental health and morale factors; burn out

- g. Lack of training and support for the position
 - h. Lack of advancement opportunities within the organization
 - i. Other (short answer)
- 6. If you have ever been terminated from a job in the homeless sector, what were the stated reasons for your termination?**
- a. I have not ever been terminated from a job in the homeless services sector
 - b. Decline to answer
 - c. If yes, please describe:
- 7. Are you currently considering leaving work in the homeless services sector as a whole for another professional field?**
- a. Yes
 - b. No
 - c. Unsure
- 8. If you have previously left, or are thinking about leaving, the homeless services sector, what job or professional field(s) did you/are you considering moving to?**
- a. Multiple short answer
- 9. If you have previously left, or are thinking about leaving, the homeless services sector, were you / do you believe you are immediately qualified for your role of interest?**
- a. Yes, I was / believe I am immediately qualified for a job in another professional role
 - b. No, I needed or will need additional education, certifications, credentials or training to be qualified in another professional role
 - c. Other (please describe)
 - d. Unsure
- 10. If you have previously left working in the homeless services sector for some time and returned again later in your career, what were your primary reasons for doing so?**
- a. Gained new skills / experiences that I wanted to apply back in the homeless services sector
 - b. Better pay / compensation in the homeless services sector
 - c. Greater / more fulfilling impact in homeless services sector
 - d. Preferred the work / team environment or culture better in the homeless services sector
 - e. Lost my other position, and was qualified to return to homeless services sector
 - f. Other

Page 5 – Acceptance of Survey Incentive

1. Thank you for participating in this survey. The first 1000 respondents are eligible for a \$10 gift card. If you qualify and would like to receive this gift card please check yes below. The payment will be sent to the email address you provided above.
 - a. Yes
 - b. No



PLANNING & URBAN DESIGN

HOMELESS SERVICE PROVIDER EMPLOYER QUESTIONNAIRE

Introduction

This questionnaire is intended to be filled out by EMPLOYERS in Washington State within the Homeless Services Sector. This can include administrative staff such as Executive Directors, Program Directors, Hiring Managers, Human Resources staff, CEOs, and anyone who occupies a role within an organization that provides homeless services who has knowledge of and say over factors such as wages, benefits, employee resources, workplace culture, and hiring and firing of staff.

The information you will provide will support a broad study commissioned by the Washington State Legislature to examine issues of workforce needs within the Homeless Service Provider sector and within the context of the COVID Pandemic. Other datasets being used for the purpose of this report include worker surveys, pay equity analyses, inflationary analysis, focus groups, and extant literature research. This questionnaire is designed to generate quantitative data to fill in informational gaps as well as help to validate the information that has been gathered from those other sources.

The researchers have designed this questionnaire to be brief and to focus narrowly on quantifiable metrics that were difficult to source from individual employees or data points that were not possible to source as part of the pay equity study (i.e. data points not listed in state and federal salary datasets or job posting websites).

This questionnaire is intended to be filled out by employers in Washington state within the homeless service provider sector. Please respond to these questions as they relate to your “frontline” staff. Frontline workers are defined as people who provide direct services to, or interact directly with, people experiencing homelessness as a regular course of their work. When answering the following questions about your work environment, please only answer those questions as they relate to your staff who primarily work directly with clients and not as they apply to workers within your organization who do not interact with houseless clients on a regular basis (such as an accountant or website designer, for example).

-
- 1. What type of organization do you work for?**
 - a. Private Sector
 - b. Non-Profit (secular)
 - c. Non-Profit (religious)
 - d. Public Sector (e.g. municipal government or state agency)
 - e. Medical Service Provider or Community Health Clinic
 - f. Other (please specify)

 - 2. What is your title / role?**

 - 3. In which county/ies does your organization primarily offer services? Select all that apply.**
 - a. Adams County

Appendix G-1 – Employer Questionnaire Questions

- b. Asotin County
 - c. Benton County
 - d. Chelan County
 - e. Clallam County
 - f. Clark County
 - g. Columbia County
 - h. Cowlitz County
 - i. Douglas County
 - j. Ferry County
 - k. Franklin County
 - l. Garfield County
 - m. Grant County
 - n. Grays Harbor County
 - o. Island County
 - p. Jefferson County
 - q. King County
 - r. Kitsap County
 - s. Kittitas County
 - t. Klickitat County
 - u. Lewis County
 - v. Lincoln County
 - w. Mason County
 - x. Okanogan County
 - y. Pacific County
 - z. Pend Oreille County
 - aa. Pierce County
 - bb. San Juan County
 - cc. Skagit County
 - dd. Skamania County
 - ee. Snohomish County
 - ff. Spokane County
 - gg. Stevens County
 - hh. Thurston County
 - ii. Wahkiakum County
 - jj. Walla Walla County
 - kk. Whatcom County
 - ll. Whitman County
 - mm. Yakima County
 - nn. Statewide
- 4. What is the size of your organization?**
- a. 1-5 FTEs
 - b. 6-15 FTEs
 - c. 16-40 FTEs
 - d. 41-100 FTEs
 - e. More than 100 FTEs
- 5. Indicate the number of each type of worker that you employ:**

Appendix G-1 – Employer Questionnaire Questions

- a. Full time workers (employee that works 40 hours per week)
 - b. Part-time workers (employee that works less than 40 hours per week)
 - c. Independent Contractors
- 6. If you have staff who work on an on-call basis, please indicate how they are compensated.**
- a. Pay for hours worked (including overtime)
 - b. Pay a flat rate for being on-call
 - c. Provide compensatory time off or flex-time
 - d. Do not pay or provide time off (exempt staff)
 - e. Pay a show-up rate and hourly pay for time worked
 - f. Other (please specify)
- 7. If your staff includes FULL TIME frontline workers (employees that work 40+ hours per week), do you offer the following to your FULL TIME frontline workers? Check all that apply.**
- a. Extra paid time off (PTO) such as “vacation,” “personal,” “mental health,” days above and beyond the minimum sick leave required by law. Note: WA State requires employers to offer 1 hour of sick leave for every 40 hours worked. Please indicate whether you offer any additional leave in excess of that required amount.
 - b. Health Insurance
 - c. Vision Insurance
 - d. Dental Insurance
 - e. Hazard pay
 - f. Workplace support systems (e.g. mental health resources, Employee Assistance Program)
 - g. Childcare
 - h. Retirement benefits (e.g. 401K, IRA, etc.)
 - i. Transportation reimbursements or stipends
 - j. College/University tuition reimbursement
 - k. Enrollment or payment for professional development opportunities, professional associations, networking and skill-building events, etc.
 - l. Other (please specify)
- 8. If your staff includes PART TIME frontline workers (employees that work less than 40 hours per week), do you offer the following to your PART TIME frontline workers? Check all that apply.**
- a. Extra paid time off (PTO) such as “vacation,” “personal,” “mental health,” days above and beyond the minimum sick leave required by law. Note: WA State requires employers to offer 1 hour of sick leave for every 40 hours worked. Please indicate whether you offer any additional leave in excess of that required amount.
 - b. Health Insurance
 - c. Vision Insurance
 - d. Dental Insurance
 - e. Hazard pay
 - f. Workplace support systems (e.g. mental health resources, Employee Assistance Program)
 - g. Childcare
 - h. Retirement benefits (e.g. 401K, IRA, etc.)

Appendix G-1 – Employer Questionnaire Questions

- i. Transportation reimbursements or stipends
 - j. College/University tuition reimbursement
 - k. Enrollment or payment for professional development opportunities, professional associations, networking and skill-building events, etc.
 - l. Other (please specify)
- 9. If your staff includes ON-CALL frontline workers, do you offer the following to your ON-CALL frontline workers? Check all that apply.**
- a. Extra paid time off (PTO) such as “vacation,” “personal,” “mental health,” days above and beyond the minimum sick leave required by law. Note: WA State requires employers to offer 1 hour of sick leave for every 40 hours worked. Please indicate whether you offer any additional leave in excess of that required amount.
 - b. Health Insurance
 - c. Vision Insurance
 - d. Dental Insurance
 - e. Hazard pay
 - f. Workplace support systems (e.g. mental health resources, Employee Assistance Program)
 - g. Childcare
 - h. Retirement benefits (e.g. 401K, IRA, etc.)
 - i. Transportation reimbursements or stipends
 - j. College/University tuition reimbursement
 - k. Enrollment or payment for professional development opportunities, professional associations, networking and skill-building events, etc.
 - l. Other (please specify)
- 10. If your staff includes INDEPENDENT CONTRACTOR frontline workers, do you offer the following to your INDEPENDENT CONTRACTOR frontline workers? Check all that apply.**
- a. Extra paid time off (PTO) such as “vacation,” “personal,” “mental health,” days above and beyond the minimum sick leave required by law. Note: WA State requires employers to offer 1 hour of sick leave for every 40 hours worked. Please indicate whether you offer any additional leave in excess of that required amount.
 - b. Health Insurance
 - c. Vision Insurance
 - d. Dental Insurance
 - e. Hazard pay
 - f. Workplace support systems (e.g. mental health resources, Employee Assistance Program)
 - g. Childcare
 - h. Retirement benefits (e.g. 401K, IRA, etc.)
 - i. Transportation reimbursements or stipends
 - j. College/University tuition reimbursement
 - k. Enrollment or payment for professional development opportunities, professional associations, networking and skill-building events, etc.
 - l. Other (please specify)
- 11. If you offer PTO *in addition to* the minimum legally required sick time (such as vacation, personal time, mental health days, additional sick time above and beyond what is legally**

required), please indicate how many TOTAL PTO days the average frontline worker would receive per year, adjusted for full time.

- a. 1-5 days per year
- b. 5-7 days per year
- c. 7-14 days per year
- d. 14+ days per year
- e. Other (please specify)

12. Do current staff have opportunities to apply for positions before they are posted publicly and / or do you offer a formal path or program for staff seeking to advance within the organization?

- a. Yes
- b. No
- c. Other (please specify)

13. What types of pay increases (not including Cost of Living Adjustments aka COLA) do you typically offer?

- a. Regularly scheduled step increases
- b. Raises based on merit / performance
- c. Raises only when staff is promoted to higher position
- d. Raises to stay competitive with wages in the sector
- e. Bonuses (performance, referral, etc.)
- f. Other (please specify)

14. How much is a typical raise for a frontline worker in your organization?

- 15. Less than 1%
- 16. 1%-2%
- 17. 3%-4%
- 18. 5%+

19. How (if at all) has your pay scale changed since January, 2020?

20. Are your frontline staff union, non-union, or mixed?

- 21. Union
- 22. Non-union
- 23. Mixed
- 24. Other (please specify)

25. If you have unionized staff, which positions are represented in collective bargaining agreements?

26. What, if any, steps have you taken since January, 2020 to improve employee satisfaction and retention?

- 27. Increase compensation
- 28. Increased or improved benefits
- 29. Increased opportunities for career advancement
- 30. Decreased caseloads / workload
- 31. Increased job training opportunities

Appendix G-1 – Employer Questionnaire Questions

32. Expanded remote / hybrid opportunities
33. Recognized employees' contributions (e.g. morale boosting activities, incentives)
34. Improved internal operations, tools, and resources (e.g. project management software, consistency in systems and documentation, better communication, etc.)
35. Other (please specify)

- 36. If your organization tracks staff turnover rates, what does your latest data indicate about your turnover rates (e.g. 20% over last 12 months)?**

- 37. Please feel free to share any additional thoughts or comments you have about the needs of the Homeless Service Provider workforce, especially within the context of the COVID pandemic.**

Pay Equity Analysis Data Table

DEMOGRAPHICS: Individuals currently working in the homeless services sector

Table 1: Age

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	2	0%	2	1%	-	0%	-	0%	4	0%
18-25	229	8%	21	8%	3	11%	-	0%	253	8%
26-35	907	33%	65	26%	8	30%	3	50%	983	32%
36-45	870	31%	137	54%	6	22%	1	17%	1,014	33%
46-55	566	20%	22	9%	5	19%	2	33%	595	19%
Over 55	189	7%	4	2%	5	19%	-	0%	198	6%
Prefer not to answer	7	0%	1	0%	-	0%	-	0%	8	0%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 2a: Race/Ethnicity

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
American Indian / Alaska Nativ	91	3%	8	3%	-	0%	1	17%	100	3%
Asian (e.g. Chinese, Filipino, V	92	3%	8	3%	-	0%	-	0%	100	3%
Black/African American	327	12%	30	12%	4	15%	-	0%	361	12%
White	2,151	78%	201	80%	18	67%	4	67%	2,374	78%
Middle Eastern / North African	10	0%	1	0%	-	0%	-	0%	11	0%
Hispanic / Latinx	188	7%	12	5%	4	15%	1	17%	205	7%
Hawaiian/Pacific Islander	32	1%	-	0%	-	0%	-	0%	32	1%
Prefer not to answer	45	2%	-	0%	2	7%	-	0%	47	2%
Write in responses	30	1%	1	0%	1	4%	-	0%	32	1%
Overall	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 2b: Number of Race / Ethnicity categories selected

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
0	3	0%	1	0%	1	4%	-	0%	5	0%
1	2,603	94%	243	96%	23	85%	6	100%	2,875	94%
2	138	5%	7	3%	3	11%	-	0%	148	5%
3	22	1%	-	0%	-	0%	-	0%	22	1%
4	2	0%	1	0%	-	0%	-	0%	3	0%
6	1	0%	-	0%	-	0%	-	0%	1	0%
7	1	0%	-	0%	-	0%	-	0%	1	0%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 3a: Gender

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Man	1,016	37%	121	48%	5	19%	3	50%	1,145	37%
Woman	1,667	60%	127	50%	17	63%	3	50%	1,814	59%
Transgender	30	1%	-	0%	-	0%	-	0%	30	1%
Nonbinary	53	2%	1	0%	3	11%	-	0%	57	2%
Two-Spirit	7	0%	1	0%	-	0%	-	0%	8	0%
Intersex	2	0%	-	0%	-	0%	-	0%	2	0%
Prefer not	19	1%	1	0%	1	4%	-	0%	21	1%
Write in	9	0%	-	0%	-	0%	-	0%	9	0%
Overall	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 3b: Number of gender categories selected

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
0	3	0%	1	0%	1	4%	-	0%	5	0%
1	2,734	99%	251	100%	26	96%	6	100%	3,017	99%
2	31	1%	-	0%	-	0%	-	0%	31	1%
3	1	0%	-	0%	-	0%	-	0%	1	0%
4	1	0%	-	0%	-	0%	-	0%	1	0%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 4: LGBTQ+ Status

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	11	0%	1	0%	2	7%	-	0%	14	0%
Asexual	39	1%	2	1%	1	4%	1	17%	43	1%
Bisexual, Pansexual..	279	10%	10	4%	4	15%	-	0%	293	10%
Gay / Lesbian / Hom..	158	6%	5	2%	-	0%	-	0%	163	5%
Other (please speci..	10	0%	-	0%	1	4%	-	0%	11	0%
Prefer not to answer	94	3%	3	1%	2	7%	-	0%	99	3%
Straight / Heterose..	2,179	79%	231	92%	17	63%	5	83%	2,432	80%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 5: Disability Status

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	7	0%	-	0%	-	0%	-	0%	7	0%
No	2,257	81%	218	87%	20	74%	5	83%	2,500	82%
Prefer not to answer	61	2%	4	2%	2	7%	-	0%	67	2%
Unsure	64	2%	14	6%	1	4%	-	0%	79	3%
Yes	381	14%	16	6%	4	15%	1	17%	402	13%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 6: Education

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	7	0%	-	0%	-	0%	-	0%	7	0%
Apprenticeship or c..	86	3%	3	1%	2	7%	-	0%	91	3%
Associates Degree	642	23%	39	15%	2	7%	-	0%	683	22%
Bachelors Degree	840	30%	101	40%	15	56%	4	67%	960	31%
Finished secondary ..	584	21%	67	27%	3	11%	-	0%	654	21%
Graduate Degree	284	10%	26	10%	2	7%	2	33%	314	10%
No formal education	33	1%	2	1%	-	0%	-	0%	35	1%
None / other	21	1%	-	0%	2	7%	-	0%	23	1%
Some secondary school	222	8%	14	6%	1	4%	-	0%	237	8%
Trade	51	2%	-	0%	-	0%	-	0%	51	2%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

EXPERIENCE / JOB CHARACTERISTICS**Table 7: Experience in the homeless services sector**

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	5	0%	1	0%	-	0%	-	0%	6	0%
6 months or less	343	12%	4	2%	1	4%	-	0%	348	11%
7 months - 2 years	859	31%	50	20%	8	30%	-	0%	917	30%
3 - 5 years	613	22%	81	32%	6	22%	4	67%	704	23%
5+ years	519	19%	104	41%	4	15%	-	0%	627	21%
10+ years	431	16%	12	5%	8	30%	2	33%	453	15%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 8: Experience in current job

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	4	0%	1	0%	-	0%	-	0%	5	0%
6 months or less	764	28%	14	6%	4	15%	-	0%	782	26%
7 months - 2 years	895	32%	96	38%	13	48%	2	33%	1,006	33%
3 - 5 years	567	20%	73	29%	7	26%	2	33%	649	21%
5+ years	354	13%	66	26%	2	7%	-	0%		14%
422	186	7%	2	1%	1	4%	2	33%		6%
191	2,770	100%	252	100%	27	100%	6	100%		100%
3,055										

Table 9a: Number of org type categories selected

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
0	4	0%	-	0%	-	0%	-	0%	4	0%
1	2,501	90%	202	80%	24	89%	5	83%	2,732	89%
2	188	7%	33	13%	2	7%	-	0%	223	7%
3	64	2%	16	6%	1	4%	1	17%	82	3%
4	8	0%	1	0%	-	0%	-	0%	9	0%
5	5	0%	-	0%	-	0%	-	0%	5	0%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 9b: Organization type

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Private Sector Business	197	7%	14	6%	-	0%	2	33%	213	7%
Small Non-Profit, non-r	227	8%	21	8%	-	0%	-	0%	248	8%
Medium Non-Profit, non	367	13%	62	25%	6	22%	-	0%	435	14%
Large Non-Profit, non-r	921	33%	84	33%	18	67%	2	33%	1,025	34%
Non-Profit (religious)	300	11%	23	9%	2	7%	1	17%	326	11%
Public Sector, Housing	173	6%	30	12%	1	4%	-	0%	204	7%
Public Sector, State Ag	162	6%	28	11%	1	4%	-	0%	191	6%
Municipal / City Govern	158	6%	22	9%	-	0%	2	33%	182	6%
County Government	153	6%	15	6%	1	4%	-	0%	169	6%
Medical Service Provid	269	10%	15	6%	2	7%	-	0%	286	9%
Independent Contracto	74	3%	2	1%	-	0%	1	17%	77	3%
Volunteer / Mutual Aid	71	3%	-	0%	-	0%	-	0%	71	2%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 10: Hours per week

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	90	3%	5	2%	-	0%	-	0%	95	3%
Less than 20 hours	51	2%	5	2%	3	11%	-	0%	59	2%
20 - 25 hours	288	10%	7	3%	-	0%	2	33%	297	10%
26 - 30 hours	383	14%	57	23%	-	0%	-	0%	440	14%
31 - 35 hours	472	17%	52	21%	1	4%	2	33%	527	17%
36 - 40 hours	1,122	41%	56	22%	17	63%	-	0%	1,195	39%
More than 40 hours	364	13%	70	28%	6	22%	2	33%	442	14%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 11: Wage type

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	97	4%	5	2%	-	0%	-	0%	102	3%
Hourly	1,436	52%	111	44%	20	74%	2	33%	1,569	51%
Salaried	1,217	44%	135	54%	6	22%	4	67%	1,362	45%
Other (please speci..	20	1%	1	0%	1	4%	-	0%	22	1%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 12: Unionization

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	113	4%	9	4%	-	0%	-	0%	122	4%
No, non-unionized	1,753	63%	159	63%	17	63%	1	17%	1,930	63%
Unsure or n/a	119	4%	9	4%	4	15%	-	0%	132	4%
Yes, union	785	28%	75	30%	6	22%	5	83%	871	29%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 13: On call

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	110	4%	5	2%	1	4%	-	0%	116	4%
No	1,041	38%	112	44%	23	85%	1	17%	1,177	39%
Not required but somet	354	13%	12	5%	2	7%	-	0%	368	12%
Yes	1,265	46%	123	49%	1	4%	5	83%	1,394	46%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 14: Paid for on call

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
Missing	785	28%	38	15%	16	59%	1	17%	840	27%
If hourly: Less tha..	159	6%	58	23%	1	4%	2	33%	220	7%
If hourly: Same as ..	561	20%	113	45%	1	4%	3	50%	678	22%
If salaried: On-cal..	784	28%	15	6%	1	4%	-	0%	800	26%
Not paid	481	17%	28	11%	8	30%	-	0%	517	17%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 15: Benefits offered

	Frontline		Not Frontline		Other		Missing		Total	
	N	%	N	%	N	%	N	%	N	%
No, my employer doe..	220	8%	12	5%	2	7%	-	0%	234	8%
Paid leave or time ..	1,463	53%	65	26%	25	93%	2	33%	1,555	51%
Hazard pay (e.g. du..	549	20%	59	23%	6	22%	3	50%	617	20%
Performance-based i..	628	23%	81	32%	4	15%	3	50%	716	23%
Performance-based i..	628	23%	81	32%	4	15%	3	50%	716	23%
Scheduled bonuses (..	635	23%	87	35%	9	33%	3	50%	734	24%
Physical health, de..	1,273	46%	102	40%	20	74%	2	33%	1,397	46%
Mental health suppo..	827	30%	86	34%	9	33%	3	50%	925	30%
Childcare	334	12%	51	20%	-	0%	-	0%	385	13%
Retirement benefits |	1,000	36%	69	27%	17	63%	3	50%	1,089	36%
Transportation reim..	729	26%	43	17%	12	44%	-	0%	784	26%
Tuition reimburseme..	388	14%	27	11%	3	11%	-	0%	418	14%
Enrollment or payme..	453	16%	23	9%	6	22%	1	17%	483	16%
Unsure	56	2%	4	2%	1	4%	-	0%	61	2%
Total	2,770	100%	252	100%	27	100%	6	100%	3,055	100%

Table 16: Average wage

	Wage type	Obs	Mean
Frontline	Hourly	1,355	24.10
	Salary	1,180	39,521
Not Frontline	Hourly	92	35.95
	Salary	134	60,868

Frontline, Salary by weekly avg hours

Variable	Obs	Mean
Less than 20 hours	1	52,000
20-25 hours	194	35,301
26-30 hours	262	38,046
31-35 hours	353	34,588
36-40 hours	263	42,487
More than 40 hour:	107	59,651

Frontline, Hourly rate by weekly avg hours

Variable	Obs	Mean
Less than 20 hour:	40	21.42
20-25 hours	89	26.22
26-30 hours	109	23.65
31-35 hours	106	24.62
36-40 hours	778	23.26
More than 40 hour	233	26.52

Table 17: Estimated annual pay

(Note: only for individuals working 20-40 hours/week)

	Wage type	N	Mean
Frontline	Hourly	1,082	43,184
	Salary	1,072	37,500
	Overall	2,154	40,355
Not Frontline	Hourly	63	50,557
	Salary	92	63,555
	Overall	155	58,272

Table 18: Estimated annual pay if everyone worked full time

(Note: only for individuals working 20-40 hours/week)

	Wage type	N	Mean
Frontline	Hourly	1,082	49,251
	Salary	1,072	49,426
	Overall	2,154	49,338
Not Frontline	Hourly	63	57,495
	Salary	92	84,138
	Overall	155	73,309

Average estimated annual pay if everyone worked full time

(Note: only for individuals working 20-40 hours/week)

Variable	Obs	Mean	Std. Dev.	Min	Max
What type of organization do you currently work for?					
Private Sector Business	176	61,875	32,919	4,000	171,480
Medical Service Provider or Community Health	205	51,846	19,644	2,858	127,076
Small Non-Profit, non-medical (1-10 employees)	177	51,552	23,447	2,843	145,600
County Government	123	50,251	20,452	3,475	104,000
Municipal / City Government	134	49,511	24,191	3,515	171,480
Independent Contractor / self-employed	69	49,453	24,287	2,843	145,600
Volunteer / Mutual Aid	56	49,313	20,088	2,843	124,800
Medium Non-Profit, non-medical (11-49 employees)	289	48,833	15,911	1,474	104,000
Large Non-Profit, non-medical (50 or more employees)	664	48,573	13,721	2,738	110,240
Non-Profit (religious)	219	47,725	16,827	3,715	101,920
Public Sector, Housing Authority	140	46,815	21,753	3,144	101,920
Public Sector, State Agency	124	44,620	22,966	2,948	90,347
Is your job unionized?					
Yes, unionized	636	50,189	22,597	2,738	145,600
No, not unionized	1,408	49,850	17,878	1,474	171,480
Unsure	91	35,164	17,685	3,686	81,120
Missing	19	50,849	30,507	13,332	124,800
Region					
Southeast	66	50,494	23,763	2,738	124,800
Puget Sound	943	50,190	21,023	1,474	128,753
Northwest	188	50,100	17,504	3,144	142,900
Peninsula/Coastal	226	49,826	17,144	2,948	145,600
Southwest	298	48,544	19,329	2,843	145,796
South Central	187	47,786	21,099	3,370	145,600
Northeast	148	46,925	15,648	4,969	171,480
North Central	97	46,899	17,261	3,370	104,000
Does your job require you to be on-call?					
Yes	1073	52,347	22,135	2,843	171,480
No on call	823	46,862	15,439	2,738	114,400
Not required but sometimes asked	243	44,819	17,839	1,474	92,885
Missing	15	43,202	37,365	3,264	124,800

Employer provides benefits or incentives beyond base pay					
No, my employer does not provide benefits or	165	60,574	31,000	3,515	171,480
Unsure about benefits	40	52,726	23,516	33,072	145,796
Enrollment or payment for professional develop	384	52,702	13,170	4,363	110,240
Transportation reimbursements or stipends	587	50,565	14,697	1,474	124,800
Tuition reimbursement (including four courses	330	50,549	16,520	3,144	101,920
Paid leave or time off	1145	50,341	14,118	2,738	145,600
Mental health support (e.g. therapy, etc.)	642	50,097	14,640	2,843	110,240
Hazard pay (e.g. during COVID)	456	49,959	17,777	2,948	124,800
Retirement benefits	794	49,878	13,940	2,843	110,240
Performance-based incentives (e.g. evaluation	503	48,950	18,588	1,474	124,800
Physical health, dental, or vision care (e.g. hea	994	49,786	13,492	3,144	145,600
Childcare	287	49,355	16,934	3,791	99,840
Scheduled bonuses (e.g. anniversary date, ho	517	49,337	17,618	1,474	145,600
Individual's race/ethnicity					
Middle Eastern / North African (e.g. Algerian, I	8	54,314	11,910	39,312	79,040
Asian (e.g. Chinese, Filipino, Vietnamese, etc.	57	53,863	11,424	17,574	90,027
Hawaiian/Pacific Islander	22	53,208	14,215	24,960	99,840
Black/African American	213	52,266	14,543	12,120	145,600
Prefer not to answer	26	50,307	12,224	32,739	84,240
White	1748	49,004	20,869	1,474	171,480
American Indian / Alaska Native	70	48,998	9,715	33,738	83,628
Hispanic / Latinx	145	48,100	13,262	13,332	124,800
Individual's gender identity					
Prefer not	9	58,286	19,572	41,600	99,840
Nonbinary	39	52,125	11,474	35,360	93,600
Transgender	20	50,439	12,372	32,219	93,600
Man	836	50,213	22,227	2,858	171,480
Woman	1258	48,623	18,131	1,474	145,600
Two-Spirit	5	43,776	4,252	38,480	49,629
Intersex	1	43,534	.	43,534	43,534
Individual's education					
No formal education	29	73,162	36,728	3,144	142,900
Bachelors Degree	629	50,519	17,468	2,843	145,600
Finished secondary ..	444	49,955	21,266	1,474	171,480
Some secondary school	205	48,821	18,059	3,580	127,076
Associates Degree	526	48,777	18,578	2,843	124,800
Graduate Degree	206	48,117	22,358	2,843	110,240
Apprenticeship or c..	61	43,965	12,407	3,475	75,816
None / other	10	43,034	7,839	32,004	54,891
Trade	38	31,946	20,934	2,858	72,800

BDS

PLANNING & URBAN DESIGN

WORKFORCE NEEDS FOCUS GROUP FINDINGS

Focus Group Approach

Members of the Advisory Committee assisted with focus group marketing, participant recruitment, development of discussion questions, and facilitation. Members volunteered to serve as focus group facilitators based on their expertise and geographic location. Using their networks, Advisory Committee members conducted outreach to potential participants, emphasizing diverse backgrounds and representation across Washington. This ensured participants represented HSP workers across the state from different-sized organizations and with diverse backgrounds. Facilitators were compensated \$150 per hour up to 10 hours, or \$1,500, for their time recruiting participants, shaping discussion questions, and facilitating the focus groups. Participants received \$50 for attending a 90-minute focus group.

Focus group questions and discussion were based on emerging themes from research completed by the Study Team, survey responses, advisory committee feedback and the proposed policy recommendations. Questions were shared with facilitators for additional feedback. All groups were asked the same general questions about the state of the HSP sector to identify themes and provide a baseline view of the industry as a whole. Each group was then asked additional specific questions about their experiences as employers, workers, BIPOC or LGBTQ employees, or union workers. Questions focused on the HSP sector, worker experience, and proposed solutions.

FOCUS GROUP: Urban Employers
DATE: June 1, 2023
FACILITATOR: Andrés Mantilla & Sara Robbins
PARTICIPANTS: 5

QUESTIONS FOR ALL GROUPS:

What is the primary driver of turnover within this workforce?

- The emotional labor required doesn't match the monetary compensation. These roles take an emotional toll on workers. This is high-skill, high labor work, but compensation doesn't reflect

that. Staff are asked to work at odd hours, or some live in PSH buildings with clients, leading to safety risks and demanding work.

- There is competition to hire, and workers can find employment at a partner agency or in government for higher pay and roles that are less taxing physically and emotionally.
- There is a self-selection issue of who enters the work. There are some workers with the skills and who are interested in similar community-minded work who may choose related/parallel work, like firefighting or teaching, that pays better. This creates an issue that those coming into this work are less prepared or less interested than you might get if the wages were higher to begin with.
- In exit surveys, staff share that they are overwhelmed by the workload and don't feel skilled or equipped enough to do this work. There is an expectation that HSP workers will go beyond what is written in their job description, and the reality is that the role is different and more involved than they were hired for. "Your job description may say 20 things, but in reality, you're doing 60."
- There is frustration with upper management, which can be seen as lacking understanding of the realities of the work by not being present on the front lines. Lack of clarity or direction and rapid turnover in the upper levels of an organization leave gaps and make the work more difficult at the lower level.

What do you perceive about this sector as a whole?

- There is a great deal of fatigue both for individual workers and organizations. Sustainability is a question for individuals and organizations being able to continue this work. The demands have become more acute, overwhelming, and voluminous, which takes its toll.
- The workforce is dealing with a huge wave of fatigue. During COVID, clients lost connection to services or moved from housed to unhoused. With restrictions, workers felt isolated and were unable to cross silos or collaborate with outside agencies as closely.
- There has been some improvement in the last six months. This can be attributed to the general labor market and improved wages. The industry may be turning a corner, but there is a great deal of damage workers have taken on in the last three years.

What is the biggest problem facing this sector?

- Funding. There is a need for different economic engines. Organizations are not compensated for the full cost of providing services. The nonprofit responsibility/structure needs to change. Funding is inconsistent; it changes with new administrations, and it is based on political feeling vs. needs and data. Hear politicians say, "In my heart of hearts, I know we should help *these* people," which isn't based on data.
- Historic underappreciation. People don't appreciate or understand the importance of the sector. This has meant wages have been lower than the rest of the industry traditionally.
- Charity mindset. There is societal disregard for poor people, and they don't believe that they are entitled to a basic standard of living. As a society, we decide we will help some people when we feel like it and act as a sense of charity vs. a sense of justice.

EMPLOYER SPECIFIC QUESTIONS:

How is work assigned to your case managers? Do workers have caseloads where they are assigned specific clients, or are workload assignments more nebulous? What programs does that case manager work in?

- Some organizations have a layer of workers working the floor of a drop-in center or at the desk of a 24-hour shelter. These Engagement Specialists or similar roles do not have a caseload but may develop relationships with clients.
- Case management is defined in many ways and can include meeting with clients for 30 minutes once a month or much more intensive weekly or regular support.
- Organizations tried to keep case management loads light, but that was impacted by staffing shortages. Caseloads ran from 12-14 per case manager up to 30-40 per case manager when short-staffed. Organizations tried to keep numbers lower and noted best practice is around 15 clients, but maintaining staff to sustain lower caseloads is a challenge.
- Case managers are assigned in a variety of ways, from who is working when a client comes in or could be assigned based on skills and expertise and a client's needs. A case manager who has experience working with substance abuse or legal assistance can be matched with a client who needs those supports.
- Some organizations try to balance the involvement a case could need with more intensive cases, meaning fewer clients per case manager.
- Some case management teams assign cases amongst themselves, and previous relationships, language skills, and other factors can impact assignments.
- Some have created a system so a case manager tracks with a client throughout their time with an organization.
- There is a broad range of support needed. Low-barrier shelters could attract clients who needed much more hands-on case management. Transportation workers driving clients may serve 18-20 people per day, but those are lighter touch providing rides compared to other case management needs.
- The case manager roles at one organization included working with clients for emergency housing support, permanent supportive housing, or domestic violence and shelter. These roles have recently been classified into three levels based on skills and expertise. Classification creates a pathway for professional growth and pay increases.
- Other job titles included Housing Advocates who work with those in temporary housing to get clients into more permanent housing. Internal Residential Advocates served those living in the buildings, and the organization managed, and some case managers lived within the PSH buildings.

How does your organization define contract workers? Does this include relief, on-call, and substitute workers? From our questionnaire results, it looks like 30% of the workforce are contractors. If this amount is correct, why are organizations choosing "contractors" (as defined earlier)? Is it specialty contractors or just workers because nonprofits can't afford benefits for full-time staff?

- On-call workers are regular staff that support shelters and 24-hour services. Turn to this list to cover shifts for other employees' PTO or when a position is vacant. It is not a cost-saving method but a reliable list to fill staffing needs. The flexibility and part-time work appeal to those on the list. Workers can decline shifts and are only paid for the shifts they work. There are no expectations to accept a certain number of shifts. At one organization, these workers typically pick up 6-10 hours/month.
- Relief worker system is similar to substitute teaching.
- For regular employees, there are systems to receive standby pay if they are available for additional work.

- Contract for specialized services, including HR, accounting, and janitorial services. One large organization spends almost \$2M per year on contractors, and 30-40% is specialized for project management or other special needs. National organizations may have someone to fill in bigger job vacancies, such as auditor or other services.
- Organizations have turned to more contract workers as hiring has been more difficult. Even within the last few months, as hiring has gotten easier, the number of contract workers has decreased.
- One organization has utilized a temp. agency in the last six months for night shifts and for janitorial services.

How many volunteers do you rely on/how many volunteer hours annually? Does volunteer work significantly supplement your workforce? Has this changed from pre-pandemic levels?

- Volunteer hours have dropped dramatically since before COVID. Numbers are starting to increase, but agencies are struggling to return them to pre-pandemic levels. With reduced staffing, there are fewer volunteer management roles.
- Volunteers are used for projects and work that frontline staff would not do, and that add capacity to the organization. All of the organizations stated that volunteers are not used to supplant or do the work of frontline homeless or housing workers.
- Volunteers can cook meals, serve meals for holidays, sort donations, and beautification projects. Some did direct engagement, including tutoring or signing up for Medicaid, which were still tasks that staff would not have been assigned.
- Some organizations reported between 1,000-35,000 volunteer hours per year before the pandemic. The economic impact to these organizations was a few full-time staff (1,000 hours) or a \$300,000 impact (35,000 hours).
- Other organizations only had volunteers 5-6 days per year for beautification projects or holiday meal service.
- For some organizations, many of these hours came from one-time groups (schools, corporations).

In the trauma survey, 13% of workers said they worked more than 40 hours per week. How much overtime is common in your workplace? How do you typically pay for it?

- With large staffing gaps, organizations are more dependent on overtime, with full-time staff signing up for additional shifts. Organizations reported overtime rates from 11-42% over time within recent months.
- HSP workers received 1.5 their rate for any hours worked, above 40 hours/week. Some managers receive OT for work outside of their assigned role, and others work in organizations where they are expected to work overtime without compensation.
- Agencies may have to cover the cost of overtime if it is not included in contracts. The funding may come from private sources, or if there is a lack of staffing that leads to an underspend, those funds may cover OT.
- Transportation services at one organization led to 11% overtime rates because clients needed rides at various times, while other areas of the agency were closer to 4.5%.
- One organization reported overtime rates in the 30s-low 40s for three months after a large staff turnover. Experienced staff volunteered to fill roles, and managers stepped into the role as well but were not compensated. "It's that feeling you get working in this field. You should be working your hardest, and if you're not, you feel a little guilty about it."

- Organizations reported asking people to limit overtime shifts they picked up, knowing it would lead to burnout.

Funding sources – where do you get your money? State, local, small donations, large donations (foundations, philanthropy), grants, federal.

- Organizations reported 73-78% of their funding came from government sources.
- Federal funding flows through state and local governments first.
- Private philanthropy was between 5-25%.
- Sources included Medicaid for behavioral health services, rental income from housing, local tax revenue from dedicated sources (.10 of 1% mental health sales tax and .10 of 1% health through housing sales tax), and document recording fee.
- Organizations reported relying too much on public funding.

One policy recommendation is to reclassify a significant part of the HSP workforce as BH workers. What are your reactions?

Pros:

- This designation is attached to a lot of the work that happens in the HSP workforce. It could confer a certain status and respect for this work beyond the charity mindset and lead to increased pay and better treatment.
- We already serve folks with severe behavioral health issues and could supplement additional needs to the behavioral health system that's doing so poorly.
- Understand logic moving more to the health care area, which is faster. Would like to see Medicaid reach out to us because housing should be part of health. As we learn more about the root causes of homelessness and broaden our definitions of health, we hope funding comes more organically instead of bending to what others see as more valuable.

Concerns:

- Immediate pitfalls, including the assumption that all the work HSP workers are doing is classifiable as treatment-type work that can be documented in regimented ways. That doesn't fit well with a lot of the work that staff and these services perform.
- Can see the unintended consequence that funds become less fluid.
- This is not addressing the root issues but redefining the workforce, which may lead to the idea that we are done solving the issue but still leave an underfunded and not understood workforce. Are there other ways to understand what data is needed and what funding sources are needed?
- Will our contractors and funders take on a more expansive view of what this work is?
- Already hire folks for direct service work who do not have the skills they need. Will this bring additional expectations and increased credibility, yet we would be hiring the same people?

HSP workers are serving in a first responder role. What is your reaction to including them in that classification?

- Imagine there are repercussions to think through, but with regard to experiences of trauma or being compensated for care that is applicable. "Don't believe there is any type of worker who is assaulted more than behavioral health workers quite sure that applies to HSP workers. But I don't believe there is general recognition of that compared to the way people think about the need to protect firefighters and police officers."

- There is a lack of awareness of the frontline aspects of the work, and they are not considered compared to firefighters and others with frontline recognition.
- Overdose reversals are on the rise and are happening regularly. At one organization so far this year, staff are performing an overdose reversal an average of once a day. Another organization has support, and EAP services come to work with the team almost weekly because of the increased need for Narcan administration.
 - “It’s a big deal when people are literally saving somebody’s life. Thank god, they’re doing it, but it’s not a once-in-a-while thing anymore. It’s literally happening every single day.”
 - “That is first responder type of work.”
- May not apply to all frontline HSP workers, but a lot. There is some work to do to determine who applies. Some case managers are doing high-level interaction with trauma on a day-to-day basis, and there are some not working at this level, so questions about who to include and nuance are needed.

FOCUS GROUP: Rural Employers
DATE: June 1, 2023
FACILITATOR: Andrés Mantilla
PARTICIPANTS: 7

QUESTIONS FOR ALL GROUPS:

What is the main driver of turnover within this workforce?

- Having scheduling flexibility is key to keeping workers. Employees are single parents, and being able to work around childcare schedules is important.
- Compensated wages. The organization can pay its receptionist \$18-\$19/hr. The hourly rate at Burger King is comparable and doesn’t come with the same stress as this work. To be competitive, organizations have to compensate for the trauma and impact of doing this work.
- Smaller organizations can’t provide medical benefits.
- It is hard to keep people unless they have a strong call to the mission.
- Try to encourage longevity by offering one day of PTO/month in addition to sick time, along with little monthly worker incentives like team coffee outings.

What do you perceive about this sector as a whole?

- There is a serious drive in people wanting to do this work. For one organization, the last couple of times they had open positions, they were inundated with applications and people wanting to be part of this work. They have seen a shift and increase in interest. Homelessness is such a publicized issue, and people with lived experience have a drive to join.
- Other organizations don’t have that experience. One in a small town believes the general anti-homeless sentiment plays a role in hiring. They only had one applicant for their last open position, which required a limited skillset and was offering \$20/hour.

- The hiring challenges were true five to six years ago for the organization that's now having great application numbers. They believe that it's slow work and that every win is a small shift in the community that slowly brings momentum.
- There is value in hiring staff with lived experience. Those employees come to the work with passion and an understanding of the issues facing this group (substance abuse, DV, etc.). Retention revolves around everyone having a voice and everyone being included in the power and decision-making. People with lived experience and an understanding of the dynamics of homelessness and trauma are vital to people staying in the work. Multiple organizations mentioned an additional need for training around boundaries with staff with lived experience.
- Location plays an important role in hiring, and some organizations cannot compete with neighboring counties. People can find higher paying jobs in 20-30 minutes in either direction from them, even in social services.
- Another organization located in a county with a population of 13,000 has a limited applicant pool. A part-time assistant role has been filled by three people in the last two years, and they only received three applicants for one opening.
- One employer personally couldn't begin working in this field until their partner was able to carry more of the weight for their family with higher wages and benefits. She was very intentional and took a long time to make the move to this role and field. She volunteered and engaged in the work but was unable to work in homeless services full-time until her partner's new role could support her career move.
- One shelter that runs 24/7 only had three applicants for their last open position. It's challenging to hire people to work overnight.
- There needs to be a focus on compassionate and supportive middle management to create support and keep daily operations going. The Executive Director is so busy with funding that all the organization has been able to focus on is maintaining staffing.

What is the biggest problem facing this sector?

- It is challenging to find people who understand what we're doing or why we're doing it. Before the training and employee development, they need to have an understanding of what the work is and what can be accomplished. They need to understand this is a relational thing that will be reciprocated. Find that HSP workers need to understand this at the earliest stage to be able to keep them plugged in.
- There is no standard training for homeless service providers. One organization has housing staff go through advocacy training regardless of whether they'll be doing that work because it touches on skills they haven't found in other trainings. The training includes keeping yourself safe, self-care, and boundaries. Find that HSP workers need this for an understanding of why they're doing this work and learning self-care. Otherwise, you can burn out so quickly.
- Workers need access to benefits that foster self-care. If you work somewhere where you can't take a vacation because you're the only one who knows how to operate the system that will contribute to the burnout quicker.
- Secondhand trauma and compassion. The work involves being equal parts counselor and leader to persist through this work.
- Staff turnover and lack of stability in staffing throw a wrench in everything, and progress made in case management is derailed and needs to start over. It takes a lot of time to build trust, and turnover creates a fallout with clients.
- Lack of stability with funding. It takes a long time to get everything rolling on a grant. With a 3-year grant, there is planning, finding staff, etc. All these changes take time to set up and then

make it hard to keep the progress moving forward. As soon as it is set up, the grant ends, and you have to find a new way to fund the position that you may just finally have found someone to fill and have to start the process all over again.

- Affordable housing is the overarching issue. When dealing with homelessness, you can do all you want but ultimately we need places for people to live.
- There's a lack of guidance or training on grant compliance. A small organization that has only been in existence for five years hasn't gotten answers or support for grant implementation. There is a fear they haven't implemented COVID funding or other grants correctly, and an audit will find things they've been unable to find answers for. These guidelines and criteria are created by people who aren't on the ground and don't know what that's like. Need additional technical assistance to the guidance. There aren't people to answer questions and provide technical assistance in applying the guidelines.

EMPLOYER SPECIFIC QUESTIONS:

How is work assigned to your case managers? Do workers have caseloads where they are assigned specific clients, or are workload assignments more nebulous? What programs does that case manager work in?

- Push back on the term "case management" because most grant guidelines from Commerce say you cannot require case management, but there's a contradiction from Commerce saying you have to have case managers. By even calling an employee a case manager, there's a contradiction.
- There is a lack of consistency in grants of what case management looks like or if it's needed. We can offer services, but the prerogative is on the client to take advantage of those.
- At a small organization with only one employee and a part-time assistant, everyone does everything. Clients are not specifically assigned to staff. There is some division based on the program, with the assistant doing HEN paperwork and the other helping with hotel assistance, rental assistance, and paperwork applications. The organization would love to do wraparound services to walk clients through each process they need to get stability housed, but it is just not something they have the capacity for. A lot of what they're doing is bogged down with paperwork.
- The idea of case management is disjointed before housing and after housing. Case management and outreach are connected before housing. Vulnerability and prioritization are assessed, and intensive wrap-around might lead to networking and working with other agencies to handle needs. The whole idea of systemic continuity between outreach and housed case management is really disconnected. One of the biggest opportunities is finding a way to have continuity from outreach through housing.
- At one drop-in center, there is a case manager on duty each day, and clients are assigned to whoever is working when clients come in. The organization has four case managers, and caseloads are 10-15 clients. This case manager follows them until they join the housing program. Clients sign an agreement that they'll meet with their case manager weekly. The case manager has a house and follows who is living there, and the same case manager will follow them for six months in housing. The organization has a new lead case manager who can be of assistance if needed and has a smaller caseload. The ED also meets with everyone who enters the program so they have a consistent face from leadership.
- At another organization, the shelter manager assigns clients to an advocate and manages the caseloads. They might have 10 people assigned to them, but there's flexibility depending on

how often they are meeting with clients. Advocates do referrals, help with barriers, and find housing because, as a shelter, they only allow stays up to 90 days. Advocates take on work based on specialty (legal, housing, etc.), so only one person is contacting another organization and building those relationships versus before when multiple advocates would be calling for each client.

How does your organization define contract workers? Does this include relief, on-call, and substitute workers? From our questionnaire results, it looks like 30% of the workforce are contractors. If this amount is correct, why are organizations choosing "contractors" (as defined earlier)? Is it specialty contractors or just workers b/c nonprofits can't afford benefits for full-time staff?

- Small organizations used contracts for maintenance and custodial and reported being unable to provide benefits if they were in-house. As one organization is increasing its shelter sites, they are looking to bring maintenance in-house.
- Organizations contracted for bookkeeping, payroll, and IT.
- Generally, front-line staff are all full-time.
- One organization hired temporary workers early in the pandemic as they transitioned from a night shelter for 24/7 but hired as they were able. Staff were hired in 6-month contracts that were renewed as the pandemic continued longer than originally expected, but now those roles have all shifted to permanent status and have benefits.
- Contracting is tied to grant guidelines and how admin costs are built into those.
- There is more flexibility in hiring contractors to build flexibility into their schedules.

How many volunteers do you rely on/how many volunteer hours annually? Does volunteer work significantly supplement your workforce? Has this changed from pre-pandemic levels?

- Most organizations reported a decrease in volunteers compared to pre-pandemic levels.
- One organization with a staff of 7-8 staff relies on 6,000 volunteer hours each year, which is a significant amount of the work. A lot of this comes from an active board. When the shelter was night-only before the pandemic, they were much more reliant on volunteers and didn't need as much full-time staff, so volunteer hours were closer to 10,000.
- One relied almost 100% on volunteers before the pandemic as a new organization. Transitioned to staff during the pandemic but are increasing the number of volunteers now as there is increased interest.
- Another organization doesn't have any volunteers on the homeless side of the organization, and the agency had one volunteer. A year before COVID, they couldn't get any volunteers and had to move their 24-hour DV helpline over to another agency. They just held a training and have about four volunteers for the agency doing fundraising.
- One organization lost almost all volunteers during the pandemic. The organization relies on them to keep the 56-bed facility running. Use volunteers to help with this since the organization does not have maintenance. The organization dedicates one day per month to do work parties to keep facilities clean and working.
- Volunteers also require staff time to manage them, which was a challenge while staff turnover was high. One organization has now hired someone in that role, so they will be setting up new systems to support volunteers.

In the trauma survey, 13% of workers said they worked more than 40 hours per week. How much overtime is common in your workplace? How do you typically pay for it?

- All organizations reported trying to limit overtime.
- One has around 1-4 hours per week across whole staff case managers. They have seen a noticeable decrease in overtime since shifting to a 4/10 work schedule. It allows a lot more reset between weeks, and there's not as much time for overtime.
- An organization has around 5-10 hours per pay period, and most of it comes from people covering shifts for coworkers taking PTO. The organization tries to cover this through federal grants, which cover direct service hours and use sales tax funding, which is more flexible in other areas.
- One organization reported having more overtime when they were experiencing more staff turnover; it was necessary to keep the shelter open. They found staff were willing to fill these shifts, but even for those who enjoyed the extra money at the beginning, it did lead to burnout.
- Two organizations do not allow overtime. They allow for comp time off at an employee's regular rate or at 1.5x. This is to prevent burnout and additional costs.

Funding sources – where do you get your money? State, local, small donations, large donations (foundations, philanthropy), grants, federal.

- Organizations reported 70-75% public funding. Funding comes from CHG, ESG and shelter funds. For one organization, about half of their ESG and COVID funding will be replaced with funds from HB 2163.
- One is entirely grant funded with a majority from Commerce's Office of Homeless Youth.
- One organization is involved with food programs as much as housing and homelessness: 75% of food funding is through government, EFAF, and local foundations that are area and countywide and national health care organizations. Funding for their housing and homeless services is more developmental and uses local foundations and private support.

If the state were to provide paid training for HSP workers to standardize training and eventually make it a requirement of grant funding. How does that impact your organization?

Positives:

- Believe it's a great idea as a resource. The more access to free or heavily subsidized training, the better. It could lead to hiring more people with lived experience and nontraditional education.
- Like the idea of consistently trained staff and creating a foundation. Having a standard for people to be equipped to do their jobs would be good. Already struggling to find training that does not just meet grant requirements but is also useful to advocates taking them. Don't want to send people to "just another training" and have gone to conferences and trainings that haven't been a good use of time.
- The industry is often set up to hire people and say they'll have on-the-job training...good luck! It would be good to have training to send people as part of their onboarding to get the basics and come back confident they have tools in their toolbox. Have had new hires balk at the on-the-ground training in the past, which interrupts the flow of services being provided.

Concerns:

- So much learning is hands-on and dynamic - don't think someone can teach you to be a homeless provider.

- As a requirement, this could continue the challenges of bringing people into a workforce that is already very difficult to staff.
- There are unintended consequences of needing to pay overtime to cover those shifts of those in training. It's hard to staff these positions already. For example, if it's a program that requires 120 hours of training, you could hire someone, and they wouldn't be able to start right away.
- Geographic challenges will need to be considered. It will be easier to send someone to an online training or one in eastern WA than to have someone travel to Seattle.
- Concerns about this becoming a funding requirement. There are already training requirements in grants, but it's not clear how to access them, if they're available and if there is accountability.

FOCUS GROUP: BIPOC & LGBTQ+ Frontline Workers
DATE: June 2, 2023
FACILITATOR: Andrés Mantilla & Victor Loo
PARTICIPANTS: 8

QUESTIONS FOR ALL GROUPS:

What is the main driver of turnover within this workforce?

- There is a lack of support and guidance for workers.
- The lack of structure, training, coverage, and communication contribute to a challenging work environment.
- It's a high-stress environment. Providing care 24/7 makes it difficult to secure the workforce.
- Lack of coverage leads to additional stress.
- High demands and high caseloads, including 70-80 for clinicians, lead to burnout, and there is no time to learn new skills.
- HSP workers are overworked and underpaid. The pay isn't motivating and contributes to turnover.

What do you perceive about this sector as a whole?

- Very few people want to do this work, and a limited group of people intentionally build a career serving a population that society wants to disregard because of substance use disorder and mental health. It is a population we should support, but we don't serve them. There is a feeling that "if I don't do the work, there won't be a lot of people supporting them."
- There is a lot of trauma in working in this area. There isn't time to take a break, and there is very little hope. Workers can try their best to help people, but there are no results.
- Interesting job and career since you experience so much. It can be entertaining and very draining. It's a great opportunity, and it's necessary.
- This job is extremely challenging. We build rapport with clients who are extremely high-risk. Out of three clients, two overdosed, and one was in a traffic incident. Our job is to find housing, but it is not the only goal - we also have to help them sustain housing and increase their motivation to receive services.
- It's a high-risk job. It involves lots of trauma-informed care and required training and guidance about how to handle a crisis.

- It was high risk for staff and clients during COVID.
- Most HSP workers in this group worked in 24/7 settings. Sometimes, they are the only employee onsite during a shift.

What is the biggest problem facing this sector?

- Government policy and the systems in place.
- Securing funds to operate the program.
- There isn't a long-term solution. There are temporary relief programs and funding lacking the long-term needs for the trauma involved and the aftercare.
- Expectations on staff. It starts with providing care, but then it's a lot of things added on for what the individual needs. "The expectations continue to broaden. Feel like a mother, nurse, and all these other roles that make me question what I should be doing. It makes me question the work."
- Trauma-informed care.
- Training is lagging. Before the pandemic, fentanyl wasn't as prominent as it is now, but the training for staff lagged behind the reality.
- The expectations can be broad and unclear.

WORKERS SPECIFIC QUESTIONS

Does your agency have an expanding staff that can focus on program development, data collection, sector oversight, and labor standards?

- Yes, but unsure of the details.
- The organization just did a survey about BIPOC lived experience and how to incorporate that into doing the work.

Our survey recognized the need for more trauma-informed services and mental health spaces to be provided as a best practice. What kind of services would be appealing to you?

- Work at a big agency, but support for LGBTQIA+ clients and employees is limited. Clients ask for LGBTQIA counselors, but there are only two, and they cannot meet the need. Leadership and other coworkers aren't part of the community, so they can't support or understand completely.
- Counseling services available for staff would be helpful.
- Education and some training to increase awareness and sensitivity and for staff to get the same knowledge and experience.

Consistent training was recognized as a need for the sector. Our recommendations include setting up a framework for sector-wide training opportunities. What are your thoughts on adding required training to job requirements?

- Great opportunity for more training.

- Across-sector training would be very helpful to add to the onboarding and training process. This would allow staff to get a sense of what they'll see on the job. Then, they will be aware and prepared for the role and know it's a better fit going in.
- Need for self-care training and secondary trauma training.

There is a recommendation to classify homeless service providers with behavioral health providers to access potential funding sources. What are your thoughts on this?

- HSP should have equal access to funding as BH workers. They are the ones on the frontlines providing referrals to behavioral health services.
- Cannot provide BH counseling because of lack of license. Provide some support but cannot go beyond this limited scope, but the people who need help are right there.
- We need to incorporate some non-traditional approaches. There are limits to what peer counselors can do, but they have skills and lived experience and might serve people better. They should have equal access to services.

There is a recommendation to include frontline HSP workers in the definition of First Responders. What are your thoughts on this?

- The group supported this recommendation.
- First responders have lots of privileges that HSP workers don't have.
- Raises some questions about any additional requirements or training.
- "I agree, it should've been a thing already!"
- This could ease or reduce some stigmas HSP workers face.
- Think about first responders, 911, fire department, mental health workers - it's someone addressing human needs at the end of the day. This is less about the scope of practice and more about who's the first one there. There are so many hoops to jump through. We need fewer hoops in the system.

Were you aware of the homeless services providers' stipends? Were you eligible, and did you access it? If so, does it have an impact on you to stay in the workforce?

- Agencies shared the programs with employees and encouraged staff to apply.
- Several participants were aware of the program but didn't qualify. The shared sentiment was that the income requirements were unfair. They were working with this population and could use the stipend.
- Income requirements could be misleading. One participant stepped up to help family members impacted by the pandemic. Her reported income was high, but her expenses increased to support her family. She still needed the stipend.
- Question of why there were restrictions on HSPs who already make so much less compared to other sectors. "It's almost a smack in the face to have additional hoops."

Were you ever furloughed, or did you otherwise stop seeing clients due to the COVID-19 pandemic?

- Mostly, no. Some participants stopped seeing clients for a short period of time.

- One came from higher education and transitioned to HSP work full-time because they were no longer able to enter prisons and provide their education programs.

How would you rate your overall satisfaction with your career? (Scale 1 to 5. 1 is dissatisfied; 5 is satisfied.)

Five participants answered 5.

Two participants answered 4.

- As clinical staff, they know coping strategies to not feel burned out. They could always practice more, but be aware that self-care is important to incorporate.
- Teamwork. The program I work in is amazing. Everyone wants to support each other and receive lots of support at work.
- Have an outside counselor turn to for support.
- Understand the nature of the work.
- Self-care. Personally, I try to move more and take more walks.
- Not physically burned out. But emotionally, it hits when there's a lack of resources and regularly hears that there aren't resources. "We're losing folks on the streets, and I hear there's a lack of resources. Folks shouldn't have to pass away outdoors. That's where I experience burnout, thinking, 'How can we do this?'"

Overall, based on your definition of burnout, how would you rate your level of burnout? (Scale 1 to 5) 1 not satisfied, 5 very satisfied

1 participant answered 2.5

4 participants answered 3

2 participants answered 4

1 participant answered 4.5

- Feel like at the tail end of a career, maybe 10-15 years, and call it a day.
- There is always room for improvement; this work is always evolving.
- Learning something new, Impacting someone's life in a positive manner

FOCUS GROUP: Union Frontline Workers
DATE: June 5, 2023
FACILITATOR: Andrés Mantilla & Omar Cuevas Vega
PARTICIPANTS: 4

QUESTIONS FOR ALL GROUPS:

What is the main driver of turnover within this workforce?

- Compensation and stress.
- Students or younger people use it as a career stepping-stone.

- “If I were to leave today, it would be because of the stress. I used to be able to compartmentalize, but now it’s across the board.”
- There are not enough case managers to assign to the work, so they are left working with people without the same resources a case manager would have.
- The danger has increased with the clients we are serving now.
- Caseloads are so large. There aren’t enough staff to cover the amount of clients serving.
- There’s a lack of follow-up, and things are lost in the system. When I observe a behavior that’s out of the norm and report it to a nurse, psychologist, or manager, there’s little to no response.

What do you perceive about this sector as a whole?

- It’s helpful to some, but people take advantage of the programs, and there is a lack of accountability in the properties she manages.
- It is hard to see the nonprofit as a whole at times. Within the last few years, they have built new buildings but haven’t compensated the staff appropriately. Can see a lot of money coming into the nonprofit, which is questionable.
- See a lot of agencies trying to do the work in many different ways to varying results.
- The lowest-wage workers are, by and large, people of color who aren’t being trained appropriately for their jobs. They’re the ones taking the biggest hits, literally and figuratively. They are assaulted, cleaning up messes, and the first faces that everyone sees but aren’t trained appropriately.
- Very low pay for the work we’re doing. It’s a lot of work for not enough pay. We’re in overload.
- Doing all the work. Have to be a psychiatrist, maintain a caseload, and make sure everyone’s taken care of.
- “We have to be whatever is needed.”
- Security is getting worse, and we are vulnerable. Used to have a history when a client came in, but now we discover their issues (racist, violent, criminal history) once they act out. We are not psychiatrists. They bring in weapons or guns, and we’re in danger.
- “I love my work - that’s why I’ve been here as long as I’ve been here. I care for the tenants, and I really love this work. There’s part of me wondering, ‘When are you going to wise up? You’re in danger, and no one is protecting you.’”
- Coworker who was murdered on the job. “She was helping his life; he was taking hers.” The agency gave them whistles after.
- Caseworkers at another organization were attacked with a hatchet. He was not in jail after that, but after the second time, he attacked staff. Have to do something.
- “We’re being attacked for helping people stay housed and making sure they’re being taken care of. But who’s taking care of us? Who’s making sure we’re going home to our families?”

What is the biggest problem facing this sector?

- Fentanyl. There are significantly more fentanyl overdoses today than a few years ago, and it’s being ignored.
- Drugs. One participant’s team personally experienced five deaths in less than a month, and that’s not unheard of anymore.

- Funding. A lot of programs and things we were able to do before we're no longer able to do. There isn't funding for additional help for clients anymore. Leaves us struggling with situations we don't really have answers for. After COVID, hearing a lot of no's from the organization. Without the proper funding to help people, we're just out here watching people struggle.
- "COVID started, but the work didn't stop."

LABOR SPECIFIC QUESTIONS:

Our survey recognized the need for more trauma-informed services and mental health spaces to be provided as a best practice. What kind of services would be appealing to you?

- Mental health services. Have days where I say this is it. I am done. I will not be back tomorrow. After being talked down, I can come back to work for a month or so but then end up back in that space.
- There are services available, but it's a whole rigmarole to access. Don't have an hour to sign up for services, let alone an hour to meet. And it might not be available when needed. Services are needed right then, not in a week or more. Need a simpler process - who can I talk to, and what insurance do they take right up front.
- Work 12 am-10 am shift weekends in one of the worst buildings, with no backup but a number to call for security. There need to be additional services at those times.
- After client deaths, one team was given an hour of group grief counseling. Seeing more deaths of clients and colleagues and needing more than an hour together. It wasn't enough, but we were surprised that the agency offered it. Group therapy is wonderful, and it would be nice to have it available on a more consistent basis. These deaths aren't a one-off anymore.
- The agency has a WellSpring number to call for support and
- Allowed two days' leave for finding a dead body.
- Another found a body that had been in a building for a week and was told she could come in late the next day after being at the building until 3 a.m. dealing with it. She was told that the only way to get over things like this is to get back into it. She ended up taking sick leave and still thinks about him every time she passes that apartment years later. In 8.5 years in the industry, she has found 11 people.
- It would be nice to require time off and receive services before returning to work because they see horrific things.

Consistent training was recognized as a need for the sector. Our recommendations include setting up a framework for sector-wide training opportunities. What are your thoughts on adding required training to job requirements?

- To ensure people do the job correctly, you should train them and pay them for training to incentivize training.
- Multiple participants reported doing training in their off time in the evenings. One intentionally changed to do them on the clock to ensure they were compensated.
- The organization had online training; I did 150 of them, and they never followed up with me.
- More time within the week for training would be great but challenging when you don't have enough people to cover taking time off.
- Need more focalized training based on job classification.
- Mental health training would be helpful. HSP workers have to be ready the moment a crisis hits.

- In nursing, have basic knowledge across the board based on specialty. It would be great if all our organizations had a baseline.
- My training is in psychotic disorders, and training comes in, but there are people who are not clinically trained who are working with the exact same clients. They do not get the same information on a client's history or training to handle it, but they are expected to solve the crisis that comes up while being underpaid and severely understaffed.
- Asked to train newer employees with the best knowledge I have. They come back with questions after handling a crisis. Training would be key to having a safer environment for employees and assisting the clients.

There is a recommendation to classify homeless service providers with behavioral health providers to access potential funding sources. What are your thoughts on this?

- Should be a requirement.
- We're all front line behavioral health workers. We're all doing the work since so many of our unhoused population are living with behavioral health issues.
- Part of the job description is to "observe behaviors" without any knowledge or training in behavioral health.

HSP workers are serving in a first responder role. What is your reaction to including them in that classification?

- I've been a first responder many times to fire, flood, and blood. We are first responders because overnight, there's no one else around (caseworkers, management, etc.).
- Everyone in the agency carries Narcan (including janitor, psychiatrist, nurse). Everyone is a first responder. If there's a fire, flood, or overdose, our front desk workers, who are our lowest-paid workers, are there before the fire AMR call.
- Haven't had to perform first aid and get people's pulse back. That's actual first responder work.

Do you feel able and comfortable to use the PTO available to you? Are there impacts on colleagues and your caseload, or any pressures to work instead?

- Take minimal time off because I feel like coming back to twice as much work, which makes me not want to take it. Know that time off would be good for mental health. No one in management has encouraged a day off for mental health.
- In the most recent contract, negotiated a wellness day every quarter.
- One live-in worker prioritizes taking six weeks off straight to decompress and disconnect from being there 24/7.

Were you ever furloughed, or did you otherwise stop seeing clients due to the COVID-19 pandemic?

- "We're still out working. We never stopped."
- Workers at multiple agencies reported still seeing clients throughout most of the pandemic, maybe taking two weeks at the very beginning with limited interactions. They used masks, distance, hand sanitizer and meeting outside as needed, but continued to work directly with clients.
- Nurse spent 1.5 years as the only nurse where she had to come in. She did not work from home or take time off and has had COVID 4 times.

- Several reported that management and administrative staff were working from home and continue to do so.

Did you receive hazard pay for working during the pandemic?

- In the beginning, some workers had to figure out how to get PPE on their own and paid out of pocket.
- “You were literally risking your life coming to work.”
- Hazard pay varied. One organization offered no hazard pay but \$200 at Christmas. One organization paid 2x pay for the first three months and 1.5x pay for the next three months. One organization paid an additional \$3/hour for time in the office for a little over a year, and it was a hard negotiation for the union to get this.
- The hazard is not over. A lot of people are still working at home, but we’re still dealing with it. We’re still on the front lines and still in danger.

How would you rate your overall satisfaction with your career? Scale 1 to 5.

Two people responded 2

One person responded 3

One person responded 3.5

- Thought it might have been the organization, but it’s the industry. It’s a very hard industry to work in. You have to come with your mind right every day.
- Employees with 10 years in this job and several years in others can’t afford to switch because of the amount of seniority. The pay isn’t that good but goes up a little each year. Still living paycheck to paycheck.
- Choose to stay because I really enjoy working with the clients. They do need to make improvements to pay scale to match the rent in Seattle.
- I love the success stories, and helping people is what I do
- The work is so hard. I’m burnt out. These last few years have really worked me.